

PUBLIC

ATOS ACCESSIBILITY CONFORMANCE REPORT INTERNATIONAL EDITION

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List of changes

version	date	description	author(s)
1.0		Atos Tech Foundations website VPAT report.	Alexandre Arnaud



1 Atos Accessibility Conformance Report International Edition

(Based on VPAT® Version 2.5)

NAME OF PRODUCT/VERSION : Atos Tech Foundations website

REPORT DATE : July 2024
PRODUCT DESCRIPTION : Not Applicable
CONTACT INFORMATION : Contact us

Pages were audited:

Page / document name	URL
Header + footer + cookie consent	https://atos.net/advancing-what-matters/en/
Homepage	https://atos.net/advancing-what-matters/en/
Blog	https://atos.net/advancing-what-matters/en/blog
Blog article: Can work from home reduce your carbon footprint?	https://atos.net/advancing-what- matters/en/blog/can-work-from-home-reduce-your- carbon-footprint
Expert "Javier Ponce Suarez"	https://atos.net/advancing-what- matters/en/expert/javier-ponce-suarez
Sports and Major Events	https://atos.net/advancing-what-matters/en/sports- and-major-events
Digital Workplace	https://atos.net/advancing-what-matters/en/digital- workplace
Olympic & Paralympic Games	https://atos.net/advancing-what-matters/en/sports- and-major-events/olympic-paralympic-games
Join Us	https://atos.net/advancing-what-matters/en/join-us
Contact us	https://atos.net/advancing-what- matters/en/contact-us
Search keyword "accessibility"	https://atos.net/advancing-what- matters/en/?s=accessibility&i=1&l=all
PDF: Atos Hybrid Cloud and Infrastructure Services brochure	https://atos.net/advancing-what-matters/wp- content/uploads/sites/6/2024/02/atos-hybrid-cloud- and-infrastructure-services-brochure.pdf

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Evaluation Methods Used:

- Mostly manual testing with the keyboard, with the JAWS screen reader.
- TPGi Color Contrast Analyzer for color checking.
- Automatic testing with Deque axe DevTools and use of the "Target Size" bookmarklet.

Applicable Standards/Guidelines: WCAG 2.2AA

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes) Level AAA (No)
Revised Section 508 standards published January 18, 2017, and corrected January 22, 2018	(Yes)
EN 301 549 Accessibility requirements for ICT products and services - V3.1.1 (2019-11) AND EN 301 549 Accessibility requirements for ICT products and services - V3.2.1 (2021-03)	(Yes)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports**: The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- Partially Supports: Some functionality of the product does not meet the criterion.
- **Does Not Support**: The majority of product functionality does not meet the criterion.
- **Not Applicable**: The criterion is not relevant to the product.
- **Not Evaluated**: The product has not been evaluated against the criterion. This can only be used in WCAG Level AAA criteria.



1.1 WCAG 2.2 Report

Tables 1 and 2 also document conformance with:

- EN 301 549: Chapter 9 Web, Sections 10.1-10.4 of Chapter 10 Non-Web documents, and Sections 11.1-11.4 and 11.8.2 of Chapter 11 Non-Web Software (open and closed functionality), and Sections 12.1.2 and 12.2.4 of Chapter 12 Documentation
- Revised Section 508: Chapter 5 501.1 Scope, 504.2 Content Creation or Editing, and Chapter 6 602.3 Electronic Support Documentation.

Note: When reporting on conformance with the WCAG 2.x Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the WCAG 2.0 Conformance Requirements.

1.1.1 Table 1: Success Criteria, Level A

Conformance Level	Remarks and Explanations
Web: Partially	Web: Mobile menu: on a submenu,
Supports	the "<" button should have a name describing it purpose.
Electronic	accentanty to purpose.
Docs: Does	All background images and decorative
Not Support	images needs to be hidden to screen readers. The modal dialogs lack a
	name tailored to their function. On the
	search page, the search button lacks
	an accessible name.
	Electronic Docs: Decoratives images
	are not tagged as such, and some
	images lacks an alternative text.
Web: Does	Web: Services menu: the video from
Not Support	the "Digital Business Platforms"
Authoring	submenu lacks either audio description or transcript. The "Atos
Tool: Not	2035: A Human Tomorrow Podcast"
Applicable	lacks a transcript.
	Web: Partially Supports Electronic Docs: Does Not Support Web: Does Not Support Authoring Tool: Not



	Conformance	
Criteria	Level	Remarks and Explanations
1.2.2 Captions (Prerecorded) (Level A) Also applies to:	Web: Partially Supports	Web: The caption of the podcast "Atos 2035: A Human Tomorrow Podcast" lacks punctuation and needs to be re-
EN 301 549 Criteria 9.1.2.2 (Web) 10.1.2.2 (Non-web document) 11.1.2.2 (Open Functionality Software) 11.1.2.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Electronic Docs: Not Applicable	read.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: EN 301 549 Criteria 9.1.2.3 (Web) 10.1.2.3 (Non-web document) 11.1.2.3.1 (Open Functionality Software) 11.8.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: The Advancing What Matters video lacks audio description on the first 25 seconds Services menu: the video from the "Digital Business Platforms" submenu is not accessible to a blind person. the WWF video lacks audio description or text alternative
1.3.1 Info and Relationships (Level A) Also applies to: EN 301 549 Criteria 9.1.3.1 (Web) 10.1.3.1 (Non-web document) 11.1.3.1.1 (Open Functionality Software) 11.1.3.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Does Not Support	Web: On all the pages, the information conveyed through presentation is not fully conveyed to screen readers (headings, lists, dialogs, keywords in bold, landmarks, etc.). Electronic Docs: The PDF is not tagged so the heading structure is not reported to screen readers.



Criteria	Conformance Level	Remarks and Explanations
1.3.2 Meaningful Sequence (Level A) Also applies to: EN 301 549 Criteria 9.1.3.2 (Web) 10.1.3.2 (Non-web document) 11.1.3.2.1 (Open Functionality Software) 11.1.3.2.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Partially Supports	Electronic Docs: the reading order is not always logical; it will need to be re-check when the PDF will be tagged.
1.3.3 Sensory Characteristics (Level A) Also applies to: EN 301 549 Criteria 9.1.3.3 (Web) 10.1.3.3 (Non-web document) 11.1.3.3 (Open Functionality Software) 11.1.3.3 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Not Applicable Electronic Docs: Not Applicable	No remarks
1.4.1 Use of Color (Level A) Also applies to: EN 301 549 Criteria 9.1.4.1 (Web) 10.1.4.1 (Non-web document) 11.1.4.1 (Open Functionality Software) 11.1.4.1 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the homepage, on the carousel after the heading "Your digital foundations", the color of the currently active slide is not sufficient. When a summary is present on a page, the currently active section is only visible by a subtle background change.



Criteria	Conformance	Remarks and Explanations
	Level	•
1.4.2 Audio Control (Level A) Also applies to:	Web: Not Applicable	No remarks
EN 301 549 Criteria 9.1.4.2 (Web) 10.1.4.2 (Non-web document) 11.1.4.2 (Open Functionality Software) 11.1.4.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Electronic Docs: Not Applicable	
2.1.1 Keyboard (Level A) Also applies to: EN 301 549 Criteria 9.2.1.1 (Web) 10.2.1.1 (Non-web document) 11.2.1.1.1 (Open Functionality Software) 11.2.1.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: The mobile menu cannot be opened with the keyboard. On the homepage, on mobile, on the carousel after the heading "Your digital foundations", the user cannot move to the next slide without swiping, On the blog page, the "Select category" button cannot be reached with the keyboard. Electronic Docs:
2.1.2 No Keyboard Trap (Level A) Also applies to: EN 301 549 Criteria 9.2.1.2 (Web) 10.2.1.2 (Non-web document) 11.2.1.2 (Open Functionality Software) 11.2.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Supports	No remarks



Criteria	Conformance Level	Remarks and Explanations
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.2.1.4 (Web) 10.2.1.4 (Non-web document) 11.2.1.4.1 (Open Functionality Software) 11.2.1.4.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply.	Web: Not Applicable Electronic Docs: Not Applicable	No remarks
2.2.1 Timing Adjustable (Level A) Also applies to: EN 301 549 Criteria 9.2.2.1 (Web) 10.2.2.1 (Non-web document) 11.2.2.1 (Open Functionality Software) 11.2.2.1 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Not Applicable Electronic Docs: Not Applicable	No remarks
2.2.2 Pause, Stop, Hide (Level A) Also applies to: EN 301 549 Criteria 9.2.2.2 (Web) 10.2.2.2 (Non-web document) 11.2.2.2 (Open Functionality Software) 11.2.2.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the homepage, on the UEFA section when the background video is paused, when the user scrolls, it is automatically resumed. It should remain paused. On the "Digital Workplace" and "Join us" page, the autorotation needs to be disabled or a pause button needs to be present.



Criteria	Conformance Level	Remarks and Explanations
2.3.1 Three Flashes or Below Threshold (Level A)	Web: Not Applicable	No remarks
Also applies to: EN 301 549 Criteria 9.2.3.1 (Web) 10.2.3.1 (Non-web document) 11.2.3.1 (Open Functionality Software) 11.2.3.1 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Electronic Docs: Not Applicable	
2.4.1 Bypass Blocks (Level A) Also applies to: EN 301 549 Criteria 9.2.4.1 (Web) 10.2.4.1 (Non-web document) – Does not apply. 11.2.4.1 (Open Functionality Software) – Does not apply. 11.2.4.1 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs	Web: Supports Electronic Docs: Not Applicable	No remarks



Criteria	Conformance	Remarks and Explanations
	Level	
2.4.3 Focus Order (Level A) Also applies to: EN 301 549 Criteria 9.2.4.3 (Web) 10.2.4.3 (Non-web document) 11.2.4.3 (Open Functionality Software) 11.2.4.3 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Level Web: Supports Electronic Docs: Not Applicable	
2.4.4 Link Purpose (In Context) (Level A) Also applies to: EN 301 549 Criteria 9.2.4.4 (Web) 10.2.4.4 (Non-web document) 11.2.4.4 (Open Functionality Software) 11.2.4.4 (Closed Software 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: On multiple pages (Homepage, Digital Workplace, Olympic), the links lack context because the previous heading is not tagged properly. On the search page, the links lack a name so they cannot be understood, On the "Join us" page, the "View on LinkedIn" links on the section "Hear from our people" cannot be understood by themselves and with their context. They need to be improved.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.2.5.1 (Web) 10.2.5.1 (Non-web document) 11.2.5.1 (Open Functionality Software) 11.2.5.1 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the homepage, on mobile, on the carousel after the heading "Your digital foundations", the user cannot move to the next slide without swiping,



Criteria	Conformance Level	Remarks and Explanations
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.2.5.2 (Web) 10.2.5.2 (Non-web document) 11.2.5.2 (Open Functionality Software) 11.2.5.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports Electronic Docs: Not Applicable	No remarks
2.5.3 Label in Name (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.2.5.3 (Web) 10.2.5.3 (Non-web document) 11.2.5.3.1 (Open Functionality Software) 11.2.5.3.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the search page, links in results lack an accessible name.
2.5.4 Motion Actuation (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.2.5.4 (Web) 10.2.5.4 (Non-web document) 11.2.5.4 (Open Functionality Software) 11.2.5.4 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Not Applicable Electronic Docs: Not Applicable	No remarks



Criteria	Conformance	Remarks and Explanations
	Level	
3.1.1 Language of Page (Level A) Also applies to: EN 301 549 Criteria	Web: Supports Electronic	No remarks
9.3.1.1 (Web)	Docs:	
10.3.1.1 (Non-web document) 11.3.1.1.1 (Open Functionality Software)	Supports	
11.3.1.1.2 (Closed Software)		
11.8.2 (Authoring Tool) 12.1.2 (Product Docs)		
12.1.2 (Floddet Docs) 12.2.4 (Support Docs)		
Revised Section 508		
501 (Web)(Software) 504.2 (Authoring Tool)		
602.3 (Support Docs)		
3.2.1 On Focus (Level A)	Web: Supports	No remarks
Also applies to: EN 301 549 Criteria	Electronic	
9.3.2.1 (Web)	Docs: Not	
10.3.2.1 (Non-web document)	Applicable	
11.3.2.1 (Open Functionality Software) 11.3.2.1 (Closed Software)		
11.8.2 (Authoring Tool)		
12.1.2 (Product Docs)		
12.2.4 (Support Docs) Revised Section 508		
501 (Web)(Software)		
504.2 (Authoring Tool)		
602.3 (Support Docs) 3.2.2 On Input (Level A)	Web: Partially	Web: On the blog and search pages,
Also applies to:	Supports	when the user checks a checkbox,
EN 301 549 Criteria	Clostus vis	change the value of a drop-down list, or performs a search, the keyboard
9.3.2.2 (Web) 10.3.2.2 (Non-web document)	Electronic Docs: Not	focus should remain on the
11.3.2.2 (Open Functionality Software)	Applicable	component or a submit button should
11.3.2.2 (Closed Software)		be used.
11.8.2 (Authoring Tool) 12.1.2 (Product Docs)		
12.2.4 (Support Docs)		
Revised Section 508		
501 (Web)(Software) 504.2 (Authoring Tool)		
602.3 (Support Docs)		



Criteria	Conformance Level	Remarks and Explanations
3.2.6 Consistent Help (Level A 2.2 only) EN 301 549 Criteria – Does not apply. Revised Section 508 – Does not apply	Web: Not Applicable	No remarks
3.3.1 Error Identification (Level A) Also applies to: EN 301 549 Criteria 9.3.3.1 (Web) 10.3.3.1 (Non-web document) 11.3.3.1.1 (Open Functionality Software) 11.3.3.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Not Applicable	No remarks
3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria 9.3.3.2 (Web) 10.3.3.2 (Non-web document) 11.3.3.2 (Open Functionality Software) 11.3.3.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Supports Electronic Docs: Not Applicable	No remarks
3.3.7 Redundant Entry (Level A 2.2 only) EN 301 549 Criteria – Does not apply. Revised Section 508 – Does not apply.	Web: Not Applicable	No remarks



Criteria	Conformance Level	Remarks and Explanations
4.1.1 Parsing (Level A) Applies to: WCAG 2.0 and 2.1 - Always answer 'Supports.' WCAG 2.2 (obsolete and removed) - Does not apply. EN 301 549 Criteria 9.4.1.1 (Web) 10.4.1.1 (Non-web document) 11.4.1.1.1 (Open Functionality Software) 11.4.1.1.2 (Closed Software) - Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Supports	For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the WCAG 2.0 Editorial Errata and the WCAG 2.1 Editorial Errata.



Criteria	Conformance Level	Remarks and Explanations
A.1.2 Name, Role, Value (Level A) Also applies to: EN 301 549 Criteria 9.4.1.2 (Web) 10.4.1.2 (Non-web document) 11.4.1.2.1 (Open Functionality Software) 11.4.1.2.2 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Does Not Support	Web: The desktop and mobile menus need to be compatible with screen readers. When hidden, the Cookie Consent should not be presented to screen readers. On the search and blog pages, the infinite scroll should be removed or implemented in an accessible way. On the blog page, every component should be compatible with screen readers. On the search page, the two fields and the search button lack an accessible name. The list of results is not compatible with screen readers. On the mobile menu, a screen reader users should not see hidden content. On the Olympic page, the "Atos, Worldwide IT Partner of the Olympic and Paralympic Games" graphic should be made fully accessible and compatible with screen readers, On the homepage, the pause/play button should be a button, not a link. On the contact page, the note should have a correct name. In general, the keyboard focus should always be repositioned after a user action. Electronic Docs: The PDF should be a tagged PDF to be compatible with assistive technologies.



1.1.2 Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA) Also applies to: EN 301 549 Criteria 9.1.2.4 (Web) 10.1.2.4 (Non-web document) 11.1.2.4 (Open Functionality Software) 11.1.2.4 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Not Applicable Electronic Docs: Not Applicable	No remarks
1.2.5 Audio Description (Prerecorded) (Level AA) Also applies to:EN 301 549 Criteria 9.1.2.5 (Web) 10.1.2.5 (Non-web document) 11.1.2.5 (Open Functionality Software) 11.1.2.5 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: Services menu: the video from the "Digital Business Platforms" submenu is not accessible to a blind person. the Advancing What Matters video lacks audio description on the first 25 seconds the WWF video lacks audio description.
1.3.4 Orientation (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.3.4 (Web) 10.1.3.4 (Non-web document) 11.1.3.4 (Open Functionality Software) 11.1.3.4 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports Electronic Docs: Not Applicable	No remarks



Criteria	Conformance Level	Remarks and Explanations
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.3.5 (Web) 10.1.3.5 (Non-web document) 11.1.3.5.1 (Open Functionality Software) 11.1.3.5.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply.	Web: Does Not Support Electronic Docs: Not Applicable	Web: On the "Contact us" page, the user needs to be able to autocomplete the fields.
1.4.3 Contrast (Minimum) (Level AA) Also applies to: EN 301 549 Criteria 9.1.4.3 (Web) 10.1.4.3 (Non-web document) 11.1.4.3 (Open Functionality Software) 11.1.4.3 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Partially Supports	Web: on the menu, the search, "Join us" and the homepage contrasts issues are present. On the homepage and Olympic page, contrasts issues are only present when background images are not displayed. Electronic Docs: the page number lacks a sufficient contrast on page 7 and 10.
1.4.4 Resize text (Level AA) Also applies to: EN 301 549 Criteria 9.1.4.4 (Web) 10.1.4.4 (Non-web document) 11.1.4.4.1 (Open Functionality Software) 11.1.4.4.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool)602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Supports	Web: The mobile menu does not contain all the information of the desktop one.



Criteria	Conformance Level	Remarks and Explanations
1.4.5 Images of Text (Level AA) Also applies to:	Web: Not Applicable	No remarks
EN 301 549 Criteria 9.1.4.5 (Web) 10.1.4.5 (non-web document) 11.1.4.5.1 (Open Functionality Software) 11.1.4.5.2 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Electronic Docs: Not Applicable	
1.4.10 Reflow (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.4.10 (Web) 10.1.4.10 (Non-web document) 11.1.4.10 (Open Functionality Software) 11.1.4.10 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports Electronic Docs: Not Applicable	No remarks
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.4.11 (Web) 10.1.4.11 (Non-web document) 11.1.4.11 (Open Functionality Software) 11.1.4.11 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the "Join us" page, on the carousels, the visibility of the keyboard position (keyboard focus) is not sufficiently contrasted with all the surrounding backgrounds. On the search page, the border of the fields is not sufficiently contrasted.



Criteria	Conformance Level	Remarks and Explanations
1.4.12 Text Spacing (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.4.12 (Web) 10.1.4.12 (Non-web document) 11.1.4.12 (Open Functionality Software) 11.1.4.12 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply.	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the header, the "Digital Workplace", "Join us" and "Olympic" pages, the text should be fully visible even if dyslexic adjustments are made.
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2) Also applies to: EN 301 549 Criteria 9.1.4.13 (Web) 10.1.4.13 (Non-web document) 11.1.4.13 (Open Functionality Software) 11.1.4.13 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 – Does not apply.	Web: Does Not Support Electronic Docs: Not Applicable	Web: On the header, the "Services" menu and "Language" drop-down list are opened on hover but cannot be closed with the escape key. On the "Contact us" page, the tooltips to communicate errors are displayed on focus but overlap content and cannot be dismissed.
2.4.5 Multiple Ways (Level AA) Also applies to: EN 301 549 Criteria 9.2.4.5 (Web) 10.2.4.5 (Non-web document) – Does not apply. 11.2.4.5 (Open Functionality Software) – Does not apply. 11.2.4.5 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs	Web: Supports Electronic Docs: Does Not Support	Electronic Docs: The document lacks a table of contents.



Criteria	Conformance Level	Remarks and Explanations
2.4.6 Headings and Labels (Level AA) Also applies to: EN 301 549 Criteria 9.2.4.6 (Web) 10.2.4.6 (Non-web document) 11.2.4.6 (Open Functionality Software) 11.2.4.6 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Supports	Web: On the Olympic page, the headings of the section "Celebrating 30 years of collaboration" should be merged in one heading to make sense. On the "Join us" page, on the first carousel, the subtitle should not be tagged as a heading. On the Contact page, the "optin" label should be improved.
2.4.7 Focus Visible (Level AA) Also applies to: EN 301 549 Criteria 9.2.4.7 (Web) 10.2.4.7 (Non-web document) 11.2.4.7 (Open Functionality Software) 11.2.4.7 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Not Applicable	Web: On the container of the carousels, the keyboard focus should be visible, or this non-interactive element should not get the focus. On the contact page, the focus is not visible on the submit button.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply. Revised Section 508 – Does not apply	Web: Supports	No remarks
2.5.7 Dragging Movements (Level AA 2.2 only) EN 301 549 Criteria – Does not apply. Revised Section 508 – Does not apply	Web: Not Applicable	No remarks
2.5.8 Target Size (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply. Revised Section 508 – Does not apply	Web: Supports	No remarks



Criteria	Conformance Level	Remarks and Explanations
3.1.2 Language of Parts (Level AA) Also applies to: EN 301 549 Criteria 9.3.1.2 (Web) 10.3.1.2 (Non-web document) 11.3.1.2 (Open Functionality Software) – Does not apply. 11.3.1.2 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs)	Web: Partially Supports Electronic Docs: Supports	Web: When the text is in a different language (job offer, blog article, etc.), it should be tagged in the target language.
3.2.3 Consistent Navigation (Level AA) Also applies to: EN 301 549 Criteria 9.3.2.3 (Web) 10.3.2.3 (Non-web document) – Does not apply. 11.3.2.3 (Open Functionality Software) – Does not apply. 11.3.2.3 (Closed Software) – Does not apply. 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) Revised Section 508 501 (Web)(Software) – Does not apply to non-web software 504.2 (Authoring Tool) 602.3 (Support Docs) – Does not apply to non-web docs	Web: Supports Electronic Docs: Not Applicable	No remarks



Criteria	Conformance Level	Remarks and Explanations
3.2.4 Consistent Identification (Level	Web: Supports	No remarks
AA)		
Also applies to:	Electronic Docs: Not	
EN 301 549 Criteria	Applicable	
9.3.2.4 (Web)		
10.3.2.4 (Non-web document) – Does not		
apply.		
11.3.2.4 (Open Functionality Software) – Does not apply.		
11.3.2.4 (Closed Software) – Does not		
apply.		
11.8.2 (Authoring Tool)		
12.1.2 (Product Docs)		
12.2.4 (Support Docs)		
Revised Section 508		
501 (Web)(Software) – Does not apply to		
non-web software		
504.2 (Authoring Tool)		
602.3 (Support Docs) – Does not apply to		
non-web docs		
3.3.3 Error Suggestion (Level AA)	Web: Supports	No remarks
Also applies to:	Electronic Docs: Not	
EN 301 549 Criteria 9.3.3.3 (Web)	Applicable	
10.3.3.3 (Web)	Арріїсавіє	
11.3.3.3 (Open Functionality Software)		
11.3.3.3 (Closed Software)		
11.8.2 (Authoring Tool)		
12.1.2 (Product Docs)		
12.2.4 (Support Docs)		
Revised Section 508		
501 (Web)(Software)		
504.2 (Authoring Tool)		
602.3 (Support Docs)		



Criteria	Conformance Level	Remarks and Explanations
3.3.4 Error Prevention (Legal, Financial, Data) (Level AA)	Web: Not Applicable	No remarks
Also applies to: EN 301 549 Criteria	Electronic Docs: Not Applicable	
9.3.3.4 (Web)		
10.3.3.4 (Non-web document) 11.3.3.4 (Open Functionality Software)		
11.3.3.4 (Closed Software)		
11.8.2 (Authoring Tool) 12.1.2 (Product Docs)		
12.2.4 (Support Docs)		
Revised Section 508 501 (Web)(Software)		
504.2 (Authoring Tool)		
602.3 (Support Docs)		
3.3.8 Accessible Authentication (Minimum) (Level AA 2.2 only)	Web: Not Applicable	No remarks
EN 301 549 Criteria – Does not apply.		
Revised Section 508 – Does not apply		
4.1.3 Status Messages (Level AA 2.1 and 2.2)	Web: Partially Supports	Web: On the "Join us" page, on the "Apply now" section, the
Also applies to:		user should be informed if a
EN 301 549 Criteria	Electronic Docs: Not	search returns no result.
9.4.1.3 (Web) 10.4.1.3 (Non-web document)	Applicable	On the search page, the number of results should be read by
11.4.1.3 (Non-web document)		screen readers automatically
11.4.1.3 (Closed Software) – Does not		when it is updated.
apply.		
11.8.2 (Authoring Tool)		
12.1.2 (Product Docs)		
12.2.4 (Support Docs)		
Revised Section 508 – Does not apply		

1.1.3 Table 3: Success Criteria, Level AAA

Notes: Level AAA is not evaluated.



1.2 Revised Section 508 Report

Notes: Chapter 1-2 Not Applicable.

1.2.1 Chapter 3: <u>Functional Performance Criteria</u> (FPC)

Notes: The WCAG mapping was used to complete the following table.

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Web: Partially Supports Electronic Docs: Partially Supports	See WCAG 2.2 section
302.2 With Limited Vision	Web: Partially Supports Electronic Docs: Partially Supports	See <u>WCAG 2.2</u> section
302.3 Without Perception of Color	Web: Partially Supports Electronic Docs: Partially Supports	See <u>WCAG 2.2</u> section
302.4 Without Hearing	Web: Partially Supports Electronic Docs: Supports	See <u>WCAG 2.2</u> section
302.5 With Limited Hearing	Web: Partially Supports Electronic Docs: Supports	See WCAG 2.2 section
302.6 Without Speech	Web: Not Applicable Electronic Docs: Not Applicable	See <u>WCAG 2.2</u> section
302.7 With Limited Manipulation	Web: Partially Supports Electronic Docs: Partially Supports	See <u>WCAG 2.2</u> section
302.8 With Limited Reach and Strength	Web: Not Applicable Electronic Docs: Not Applicable	See <u>WCAG 2.2</u> section
302.9 With Limited Language, Cognitive, and Learning Abilities	Web: Partially Supports Electronic Docs: Not Applicable	See WCAG 2.2 section

1.2.2 Chapter 4: Hardware

Notes: Not Applicable.

1.2.3 Chapter 5: Software

Notes: Not Applicable.

1.2.4 Chapter 6: Support Documentation and Services

Notes: Not Applicable.



1.3 EN 301 549 Report

Notes: Chapter 1-3 Not Applicable.

1.3.1 Chapter <u>4: Functional Performance Statements</u> (FPS)

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision		
4.2.2 Usage with limited vision		
4.2.3 Usage without perception of colour		
4.2.4 Usage without hearing		
4.2.5 Usage with limited hearing		
4.2.6 Usage with no or limited vocal capability	See Section 508 Functio	
4.2.7 Usage with limited manipulation or strength	(FPC) and WCAG 2.2 sec	CUOTI
4.2.8 Usage with limited reach		
4.2.9 Minimize photosensitive seizure triggers		
4.2.10 Usage with limited cognition, language, or learning		
4.2.11 Privacy	Not Applicable	

1.3.2 Chapter <u>5: Generic Requirements</u>

Criteria	Conformance Level	Remarks and Explanations
5.1 Closed functionality	Heading cell – no response required	Heading cell – no response required
5.1.2 General	Heading cell – no response required	Heading cell – no response required
5.1.2.1 Closed functionality	See 5.2 through 13	See information in 5.2 through 13
5.1.2.2 Assistive technology	See 5.1.3 through 5.1.6	See information in 5.1.3 through 5.1.6

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Criteria	Conformance Level	Remarks and Explanations
5.1.3.1 Audio output of visual information		
5.1.3.2 Auditory output delivery including speech		
5.1.3.3 Auditory output correlation		
5.1.3.4 Speech output user control		
5.1.3.5 Speech output automatic interruption		
5.1.3.6 Speech output for non-text content		
5.1.3.7 Speech output for video information		
5.1.3.8 Masked entry		
5.1.3.9 Private access to personal data	Not Applicable	
5.1.3.10 Non-interfering audio output		
5.1.3.11 Private listening volume		
5.1.3.12 Speaker volume		
5.1.3.13 Volume reset		
5.1.3.14 Spoken languages		
5.1.3.15 Non-visual error identification		
5.1.3.16 Receipts, tickets, and transactional outputs		
5.1.4 Functionality closed to text enlargement		
5.1.5 Visual output for auditory information		
5.1.6 Operation without keyboard interface	Heading cell – no response required	Heading cell – no response required
5.1.6.1 Closed functionality	See 5.1.3.1 through 5.1.3.16	See information in 5.1.3.1 through 5.1.3.16
5.1.6.2 Input focus	Not Applicable	
5.1.7 Access without speech	Not Applicable	
5.2 Activation of accessibility features	Not Applicable	
5.3 Biometrics	Not Applicable	
5.4 Preservation of accessibility information during conversion	Not Applicable	
5.5 Operable parts	Heading cell – no response required	Heading cell – no response required
5.5.1 Means of operation	See WCAG 2.2 section	



Criteria	Conformance Level	Remarks and Explanations
5.5.2 Operable parts discernibility	See WCAG 2.2 section	
5.6 Locking or toggle controls	Heading cell – no response required	Heading cell – no response required
5.6.1 Tactile or auditory status	See WCAG 2.2 section	
5.6.2 Visual status	See WCAG 2.2 section	
5.7 Key repeat	Not Applicable	
5.8 Double-strike key acceptance	Not Applicable	
5.9 Simultaneous user actions	Not Applicable	

1.3.3 Chapter 6: ICT with Two-Way Voice Communication

Notes: Not Applicable.

1.3.4 Chapter 7: ICT with Video Capabilities

Notes: Not Applicable.

1.3.5 Chapter 8: Hardware

Notes: Not Applicable.

1.3.6 Chapter <u>9: Web</u> (see <u>WCAG 2.2 section</u>)

Notes: Already covered in WCAG 2.2 section.

1.3.7 Chapter 10: Non-Web Documents

Criteria	Conformance Level	Remarks and Explanations
10.0 General (informative)	Heading cell – no response required	Heading cell – no response required
10.1.1.1 through 10.4.1.3	See WCAG 2.2 section	See information in WCAG 2.2 section
10.5 Caption positioning	Does not support	-
10.6 Audio description timing	Does not support	-



1.3.8 Chapter 11: Software

Notes: Not Applicable.

1.3.9 Chapter 12: Documentation and Support Services

Notes: Not Applicable.

1.3.10 Chapter 13: ICT Providing Relay or Emergency Service Access

Notes: Not Applicable.

