

Multiannual Accessibility Plan 2022 – 2024

Digital accessibility for customers, employees and partners with disabilities is a pillar of the EDF Group's CSR commitment to a responsible and inclusive digital transformation.

In practice, this is reflected in the implementation of a Digital Accessibility policy within EDF SA and in the publication of this Multi-annual Digital Accessibility Plan.

In addition, Article 47 of the French Law no. 2005-102 of 11 February 2005, on equal rights and opportunities, participation and citizenship of individuals, makes it mandatory for all EDF online public communication services to be accessible to all.

Governance of digital accessibility

Implementation of the Digital Accessibility policy is monitored by the EDF "Digital Responsibility" Steering Committee. This governance body oversees the implementation of accessibility improvements within the company:

- "digital accessibility" consultants will be appointed within the Departments and they form a network led by the EDF SA IS Division in order to implement the company's policy;
- targeted awareness-raising and training activities will be carried out for employees involved in accessibility;
- consideration of accessibility is encouraged at all levels of the organisation (procurement, design, development, training, etc.);
- the multi-annual plan will be updated if necessary and the associated annual action plans are drawn up and made available on the edf.fr website.

A management dashboard containing indicators such as the proportion of sites that have reached the "partially compliant" level will be reviewed and monitored by the "Digital Responsibility" Steering Committee.

Organising the implementation of the digital accessibility policy

The implementation of a digital accessibility policy involves adapting the organisation's internal processes. The points below set out the priority levers which EDF SA will apply to improve the digital accessibility of its online public communication services.

– Human and financial resources allocated to digital accessibility

Human and financial resources shall be mobilised in each department in sufficient quantity to implement the policy.

– Skills required for recruitment

The level of competence in digital accessibility of the employees concerned will be reflected in the requirements for internal and external recruitment.

– Acquisition of skills

All those involved in digital accessibility (IS project managers and contractors, communicators, etc.) will gradually be made aware of the issue and trained.

– Making use of external skills

Whenever necessary, EDF SA will call on competent external parties to assist it in implementing its digital accessibility policy.

To date, EDF SA has called on the companies ATALAN and OCEANE for compliance audits.

– Project management

The decision-making processes for new projects will take digital accessibility into account.

As far as possible, the panel of disabled employees set up by the HR Department will be tasked to test new services, sites or applications.

– Adapting procurement clauses

Digital accessibility and compliance with the RGAA (General Accessibility Guidelines for Public Administrations) is a binding clause and will be a factor in the evaluation of the quality of a service provider's offer for the contracts concerned.

Progressive implementation

Online public communication services are gradually being brought into compliance with the RGAA, with the publication of accessibility declarations as well as assistance services and contact details, as well as a link to the Multiannual Plan.

Each EDF SA department concerned will define and manage the operational implementation of this accessibility policy, giving priority to the construction or redesign phases of the services.

2022 action plan

In order to implement EDF SA's 2022 - 2024 Multiannual Plan, the present 2022 action plan is being deployed around three themes:

1 - Internal organisation and governance

Taking accessibility into account from the perspective of the RGAA requires the establishment of an appropriate organisation and governance.

Approval of EDF SA's accessibility policy	Q1
Publication of the 1st Multiannual Accessibility Plan on the edf.fr website	Q2
Publication of the 2022 digital accessibility action plan	Q2
Appointment of digital accessibility consultants	Q2
Production of the first consolidated eAccessibility indicators	Q3

2 - Training and awareness-raising of those involved

Digital accessibility must be part of the skill set of all the actors involved in the development and enhancement of websites and mobile applications.

Promotion of the following educational tools: <ul style="list-style-type: none"> • e-learning "Digital accessibility at all stages of a web project" on e-campus • the "Digital Responsibility" toolbox 	Q3
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3 - Taking into account digital accessibility in the purchase of software and IT services

Inclusion of digital accessibility in the Special Terms and Conditions for IT and telecom purchases	Q2
Conclusion of a contract for an audit/training/support service	T4