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# 2023 – 2025 ACCESSIBILITY PLAN

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## Introduction

In accordance with paragraph III of Article 47 of Law n° 2005-102 of 11 February 2005, relating to equal rights and opportunities, participation and citizenship for persons with disabilities, and with Decree n° 2019-768 of 24 July 2019, the following multi-annual plan outlines the policy of Bouygues SA in terms of the accessibility of its public on-line communication services for the period between 2023 and 2025.

Pierre Auberger, Group Communications Director with responsibility for publications, is in charge of drafting, monitoring and updating this multi-annual plan and the related annual action plans.

**In terms of digital accessibility, below is a recap of what Bouygues SA has done over a number of years.**

The corporate web site [www.bouygues.com](http://www.bouygues.com) had already been designed in compliance with the web standards outlined by W3C (World Wide Web Consortium), and especially with the directives for accessibility of web content contained within the WAI (Web Accessibility Initiative). As a result, the site has been accessible to all since 2015, including to senior citizens and people with disabilities who suffer from functional limitations. This is achieved through the site's logical and hierarchical structure and pages that load 30 to 80% faster with all browsers.

Furthermore, certain documents have been accessible on-line for several years, such as the Registration Document (now called the Universal Registration Document), At a Glance and the Integrated report.

Digital accessibility is therefore an integral part of Bouygues SA's digital strategy and contributes to its policy in favour of outreach to people with disabilities.

## 1. Accessibility policy

This multi-annual plan outlines the steps to be taken by Bouygues SA to bring its on-line content into compliance with RGAA 4.0 Double-A (AA) criteria relating to the accessibility of web content and digital publications.

This applies to the web, blog and intranet sites, as well as to the electronic documents and audio and video content created by Bouygues SA.

## 2. Human and financial resources

### 2.1 Digital Accessibility Officer

The digital accessibility officer imparts best practices and makes sure standards are complied with. The officer is also the main point of contact for all issues related to accessibility within the company.



Bouygues SA is also working to boost the digital accessibility skills of the project management teams who are responsible for its main digital publication platforms.

## 2.2 Financial resources

Following an audit of requirements, Bouygues SA has drafted a specific budget for the next three years (2023 to 2025). This budget covers the requirements outlined by project management teams in terms of training, tools and expertise.

Each new project will now include a provision for digital accessibility.

## 2.3 Processing user requests

In order to meet legal requirements and the provisions of the RGAA standards, Bouygues SA is rolling out a resource to process all legitimate enquiries related to non-accessible content: [accessibilite@bouygues.com](mailto:accessibilite@bouygues.com).

Each enquiry will be looked into in order to propose an alternative when possible and available. Special attention will be focused on the contact form going forward.

# 3. Compliance with digital accessibility

## 3.1 Training and awareness-raising

Changes need to be made at all levels to ensure that Bouygues SA complies with digital accessibility requirements.

Training is to be provided so that employees working on digital interfaces take into account the requirement for people with disabilities to have access to digital content. There will be a special focus to make sure that best practices are used when creating on-line content.

## 3.2 Use of external expertise

Ipedis will be supporting Bouygues SA in its drive to meet its digital accessibility targets. Help will be provided in terms of training, audit and assistance to project management teams.

## 3.3 Factoring digital accessibility into projects

As mentioned in point 2.2 above , each new project will take digital accessibility into account.



There will now be a clause in every contract obliging parties to comply with RGAA standards. Scorecards used to assess service providers will be updated to assess their expertise in complying with accessibility best practices. Audits may be carried out to gauge the accessibility of a software solution or service.

### 3.4 Control and validation

Bouygues SA has entrusted Ipedis with carrying out audits and reports on its various digital platforms.

## 4. Technical and functional scope

The tables below list the internet and intranet sites managed by Bouygues SA and covered by this multi-annual plan. For each site and application, the following information is provided: site name, URL, the date of launch and the level of accessibility.

“Forthcoming” indicates that information is either unknown or in the process of being collected, and will be updated at a later date.

#### Web sites

Site name	URL	Date of launch	Level of accessibility
Corporate web site	<a href="http://www.bouygues.com/en/">http://www.bouygues.com/en/</a>	<2022	76,39%
Sustainable development blog	<a href="https://www.bouyguesdd.com/">https://www.bouyguesdd.com/</a>	<2018	Forthcoming
Group history	<a href="https://histoire.bouygues.com/en/">https://histoire.bouygues.com/en/</a>	<2018	Forthcoming
Corporate foundation	<a href="http://www.fondationfrancisbouygues.com/">http://www.fondationfrancisbouygues.com/</a>	<2018	Forthcoming



## Intranet sites

Site name	URL	Date of launch	Level of accessibility
Group intranet - ByLink	private	<2018	Forthcoming
Mobyctic	private	<2018	Forthcoming
Our history	private	<2018	Forthcoming
Abella	private	<2018	Forthcoming
My RH	private	<2018	Forthcoming

## 5. Annual action plans

The multi-annual plan comprises a number of annual action plans designed to drive the various initiatives aimed at satisfying the company's digital accessibility requirements.

Title	Consultation URL	Last update
2023 annual plan	<a href="http://www.bouygues.com/plan2023">www.bouygues.com/plan2023</a> (French version only)	December 2023
2024 annual plan	<a href="https://www.bouygues.com/plan2024">https://www.bouygues.com/plan2024</a> (French version only)	December 2023
2025 annual plan	<a href="https://www.bouygues.com/plan2025">https://www.bouygues.com/plan2025</a> (French version only)	December 2023

## About Bouygues

Bouygues est un groupe de services diversifié, présent dans plus de 80 pays et riche de 200 000 collaborateurs au service du progrès humain dans la vie quotidienne. Porteuses de croissance, ses activités répondent à des besoins essentiels et en constante évolution : **activités de construction** (Bouygues Construction, Bouygues Immobilier et Colas), **énergies et services** (Equans), **médias** (TF1) et **télécoms** (Bouygues Telecom).