



Donnons vie au progrès

2025-2027 ACCESSIBILITY PLAN

ACCESSIBILITY
REPORT

01/07/2025

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1. INTRODUCTION

The purpose of this document is to present Bouygues SA's 2025-2027 Accessibility Plan in accordance with the following laws and regulations:

- Article 47 of Law No. 2005-102 of 11 February 2005 on equal rights and opportunities, participation and citizenship for persons with disabilities, which requires that all online public communication services be accessible to all.
- Article 2 of Decree No. 2019-768 of 24 July 2019, which stipulates that private companies generating sales of more than €250 million are also subject to digital accessibility requirements.
- The European Accessibility Act (EAA), which came into force on 28 June 2025 and aims to harmonise accessibility requirements across the European Union and promote a more inclusive society. It requires that companies adapt their platforms, tools and products to ensure that the digital experience is accessible to all.

This Accessibility Plan covers the period between 2025 and 2027. It will be reviewed and enriched at each year-end when the annual action plan is drawn up.

2. BOUYGUES' ACCESSIBILITY POLICY

On behalf of the Bouygues group, Martin Bouygues signed the Manifesto for the occupational integration of people with disabilities in 2019. At the behest of the French government and Salon du Handicap, this charter of operational commitments aims to ensure better integration for people with disabilities into the world of work, and thus within the Group companies. The Bouygues group then boosted its commitment to diversity and the fight against all forms of discrimination by signing the Diversity Charter in 2022.

Digital accessibility is a major priority for the Bouygues group and its subsidiaries, both in the development and in the provision of digital services (websites, platforms, applications, etc.) for the general public and employees.

For a number of years now, the Bouygues group's ambition has been to ensure that digital accessibility criteria are taken into account at every stage of any new website or application.

Accessibility is an integral part of Bouygues' digital responsibility plan, and more specifically of the "Social" component. This includes:

- Digital inclusion: guaranteeing access to digital tools for all, particularly those with disabilities.
- Training and awareness-raising: educating users about good digital practices and raising their awareness of environmental, social and accessibility issues.
- Working conditions: improving working conditions for employees thanks to digital technology, with collaborative tools, sharing of resources and flexible working.

The commitment to a long-term accessibility policy is illustrated by the drafting of this Multi-year Digital Accessibility Plan, combined with annual action plans, with the aim of supporting compliance with RGAA (Référentiel Général d'Amélioration de l'Accessibilité) standards and the gradual improvement of the digital services concerned.

The Digital Accessibility Officer is responsible for drawing up, monitoring and updating this Multi-year Plan.

2.1 Scope of application

This document applies to all applications managed by Bouygues SA, whether they are used by Bouygues SA or Bouygues group subsidiaries, as well as to third-party applications used by Bouygues SA employees.



2.2 Remit of the Digital Accessibility Officer

The Digital Accessibility Officer is responsible for:

- Conducting an audit of the digital accessibility of Bouygues SA applications;
- Promoting accessibility by educating employees and disseminating standards and best practice;
- Supporting in-house teams, in particular through training, but also by providing advice and recommendations on both operational and methodological issues;
- Monitoring and ensuring the application of Law No. 2005-102 of 11 February 2005 (and Decree No. 2019-768 of 24 July 2019) and compliance with the RGAA standards by carrying out regular audits;
- Ensuring that user requests are dealt with and that the quality of service provided to disabled users is generally high;
- Drawing up a multi-year accessibility plan:
 - Listing the websites and applications concerned,
 - Conducting an audit of web sites and applications,
 - Transposing the Multi-year Plan into annual action plans;
- Planning:
 - Audits of its sites and applications,
 - Training,
 - Awareness-raising;
- Implement metrics for managed sites:
 - Number and ratio of compliance audits carried out,
 - Number and ratio of accessibility statements published,
 - Number and ratio of sites or applications that are not/partially/fully compliant.

3. RESOURCES ALLOCATED TO DIGITAL ACCESSIBILITY

3.1 Human resources

The Digital Accessibility Officer is in constant contact with the following:

- The managers (business segments and IT) of the websites (external and internal);
- The CSR Department and the Human Resources Department within the framework of the CSRD (Corporate Sustainability Reporting Directive);
- Bouygues' Disability Task Force Officer, with whom the Digital Accessibility Officer monitors improvements made to digital tools;
- The training department to draw up training plans;
- The Information Systems Division (ISD), to provide feedback on key metrics of the company's accessibility policy and to ensure that accessibility is integrated into processes.

3.2 Financial resources

Initiatives to bring sites into compliance with RGAA standards are funded by the support departments. A budget



has been allocated to raising awareness among Bouygues SA employees and the Digital Accessibility Officers of the Bouygues group business segments.

4. COMPLIANCE WITH DIGITAL ACCESSIBILITY

The Information Systems Division has been in charge of digital accessibility since 2023.

To improve the digital accessibility of all its services and applications, Bouygues SA is implementing the following:

- Continuous updating of the internal organisation of digital services and applications management throughout their lifecycle, with accessibility being taken into account right from the design stage;
- Availability of documentation for Bouygues employees on a page dedicated to digital accessibility on the ISD's intranet;
- Digital Accessibility Officer guidance for support departments employees;
- The development of training and awareness-raising initiatives for Bouygues SA staff to enable people working on the websites and applications to create, edit, and publish accessible content;
- Changes to purchasing procedures to include a contractual clause on digital accessibility, setting a minimum level of requirements - i.e. partial compliance with the RGAA standards from 2025 onwards, with at least 50% of the criteria needing to be met;
- When looking for new products, a questionnaire of requirements including digital accessibility is submitted to the service provider. Responses are then used to rule out tenderers who do not meet Bouygues SA's requirements;
- Handling of requests from people with disabilities reporting digital accessibility issues, via the dedicated email address: accessibilite@bouygues.com;
- A Group-wide Bouygues community dedicated to responsible digital practices and, in particular, digital accessibility; this community brings together the Digital Accessibility Officers from the Bouygues group business segments.

5. COMPLIANCE AND APPROVAL FRAMEWORK

Each support department is responsible for conducting audits of the websites and applications within its scope, and for publishing accessibility statements thereof.

Each website or application is audited when it is first launched, or when it is substantially updated or redesigned, so that a statement of compliance can be drawn up in accordance with legal obligations. This audit is conducted by an external partner.

These audits are valid for a period of three years and are repeated when their validity expires.

The Digital Accessibility Officer monitors:

- Compliance with RGAA standards and their variations (improvements, regressions);
- The number of websites made compliant;
- Progress made on corrective measures implemented on non-compliant websites.

They also factor in changes in regulations relating to digital accessibility.



6. TECHNICAL AND FUNCTIONAL SCOPE

6.1 Survey

At 2 January 2025, the ISD had identified around fifty digital services managed by Bouygues SA or Bouygues SA service providers (see Appendix 1).

6.2 Qualitative assessment of the scope

At 2 January 2025, some websites had taken the necessary accessibility measures into account and had undergone a full accessibility audit by a duly authorised company.

For the other websites, swift assessments (called flash audits) were carried out in February 2025, to give an approximate idea of their accessibility levels.

These assessments covered sixteen key RGAA criteria selected by the specialised service provider in charge of the flash audits.

Remediation measures (corrections or adjustments implemented in order to achieve partial compliance of at least 50%) for the websites has been prioritised according to their exposure and online footfall, be it for public-facing applications, Group internal applications, or Bouygues SA internal applications.

A list of the websites reviewed is appended to this document. This list is updated yearly.

7. ANNUAL ACTION PLANS

Measures to bring existing digital services into compliance will be spread over the period from 2025 to 2027, according to the priorities stated above.

Any new digital services introduced will require at least the level of partial compliance as per Bouygues SA's purchasing policy.

This plan is broken down into annual action plans detailing the actions conducted and planned to gradually meet all of Bouygues SA's digital accessibility needs.

Annual action plans for the years 2025 to 2027 are published yearly. These documents are regularly updated to reflect progress made in the actions taken. They can be found by clicking on a link included in the table below.



Table 1: Annual action plans

ACTION PLAN	LINK TO PLAN	UPDATED
2025 report and 2026 annual plan	Click here	07/01/2026
2027 annual plan		<i>Forthcoming</i>



APPENDIX 1: TECHNICAL AND FUNCTIONAL SCOPE

The technical and functional scope is based on three website or application categories:

- Public-facing websites;
- Intranet websites;
- Extranet websites with limited access.

For confidentiality reasons, only public-facing websites are listed below.

Table 2: List of public websites

Website	Description	Compliance statement	Audit Score
Bouygues	Bouygues corporate website	Yes	64.86%
Boost	Group internal job mobility website	No	38%
Joining	Bouygues group vacancies	No	48.08%
IMB	Bouygues Management Institute	No	35.00% flash
Bouygues Asia	Bouygues Asia website	No	50.00% flash
Bouyguesdev	Bouygues Développement website	No	42.11% flash
Fondation Francis Bouygues	Francis Bouygues Foundation website	No	45.00% flash
Bouygues innovation	Group innovation blog	No	61.00% flash

A complete list is kept updated by the ISD. It includes internal websites and extranets.

CONTACTS

POSITION	E-MAIL
Digital Accessibility Officer	accessibilite@bouygues.com