

# GROUP COMMUNICATION

## DIGITAL ACCESSIBILITY

2025 Action Plan



**BNP PARIBAS**

La banque d'un monde qui change

## Digital Accessibility – Action Plan 2025

### INTRODUCTION

Type	Action	Details	Status
Annual Plan	Elaboration	Implementation of the 2025 action plan for the Group communication function	Done
Governance	Piloting	Feeding the dashboard to monitor compliance and accessibility rates.	To be continued
Continuous improvement	Correction	Following the audits carried out on the high-priority sites, commitment of resources to make significant corrections to the non-conformities identified during the accessibility audits	To be continued
Audits	Evaluation	Carrying out counter-audits on assets for which corrective measures have been made on the scope identified as a priority.	In progress
Support and awareness	Accompaniment	Support for teams with an ongoing or upcoming redesign project to take accessibility into account.	To be continued
Support and awareness	Advice	Advice provided to members of the communication sector on compliance and support for digital accessibility in the various business areas.	In progress
Support and awareness	Sensitization	Organize monthly sessions of the digital accessibility fresco for Group communication employees, extend the offer of responsible communication ambassadors to the population.	In progress
Formation	Accompaniment	Training in best practices related to the creation of editorial content for the web.	To be continued
Support and awareness	Support	Development of a useful guide for editorial teams with the support of an external company specializing in digital accessibility.	In progress
Formation	Accompaniment	Study of the integration of specific training in digital accessibility for the different types of employee profiles.	To be continued
Organization	Process	Establishment of a process for processing PDF documents identified on our external websites as essential, in order to make them accessible.	Coming
Organization	Process	Study of the implementation of an information campaign with subcontractors, in order to inform them of their obligations regarding digital accessibility	Coming
Support and awareness	Sensitization	Presentation of the challenges of digital accessibility to the population of internal collaborators during editorial committees, meeting of contributors	In progress

Article 47 of Law No. 2005-102 of 11 February 2005 on equal rights and opportunities, participation and citizenship of individuals makes it mandatory for any online communication service of companies whose turnover exceeds a threshold defined by the decree of the Council of State to be accessible to all.



## MULTI-YEAR PLAN

The law requires the publication of a three-year multi-year plan with the aim of informing the public of the means and actions put in place to make sites and applications accessible to all and more particularly compliant with the RGAA (General Accessibility Reference Framework for Administrations).

The multi-year plan for the accessibility of BNP Paribas' Group Communication websites and applications was published on 1 July 2024 and is available for consultation at this address <https://group.bnpparibas/declaration-d-accessibilite>

## ANNUAL PLAN

The multi-year plan must be accompanied by an annual action plan that details the operations programmed and implemented for the current year as well as the status of monitoring of these actions.

This document is the 2025 annual plan associated with the 2024 multi-year plan.

It includes a summary table of the actions that have been or will be implemented, their expiry dates if known, as well as their progress and implementation.

## UPDATES

This plan is subject to change without notice. The online version is the only version that can be a reference.

## CONTACT

This document is published under the responsibility of the digital accessibility referent of the Group Communication function. Any questions should be sent by email to [comgpe.accessibilite.numerique@bnpparibas.com](mailto:comgpe.accessibilite.numerique@bnpparibas.com)

## 2024 action plan report

### Miscellaneous operations

Type	Action	Details	Status
Multi-year plan	Elaboration	Implementation of the Group communication function scheme	Done
Annual Plan	Elaboration	Implementation of the action plan for the Group communication function	Done
Governance	Piloting	Creation of a dashboard to monitor compliance and accessibility rates. Sharing of these KPIs as part of the 22-25 plan of the CSR policy for Communication Groupe.	Done
Continuous improvement	Correction	Following the audits conducted on high-priority sites, commitment of resources to make significant corrections to the non-conformities identified during the accessibility audits	Done
Audits	Evaluation	Continuation of audits on the scope identified as a priority.	Done
Support and	Sensitization	Communication at a one-day internal event dedicated to digital accessibility organized by the	Done



awareness		Bivwak (BNP Paribas transformation hub) which brought together more than 400 employees.	
Support and awareness	Accompaniment	Support for teams with an ongoing or upcoming redesign project to take accessibility into account.	Done
Support and awareness	Counsel	Advice provided to members of the communication sector on compliance and support for digital accessibility in the various business areas.	Done
Support and awareness	Sensitization	Train a facilitator of the digital accessibility fresco, then offer sessions to employees to raise their awareness of disability and the challenges of accessibility.	Done
Support and awareness	Sensitization	Offering sessions of the digital accessibility fresco to Group communication employees.	Done
Formation	Accompaniment	Training in best practices related to the creation of editorial content for the web.	In progress
Support and awareness	Support	Development of a useful guide for editorial teams with the support of an external company specializing in digital accessibility.	In progress
Formation	Accompaniment	Study of the integration of specific training in digital accessibility for the different types of employee profiles.	In progress
HR support	Competence	Addition of an "accessibility" skill to the Group skills catalog for employees.	Done
Support and awareness	Sensitization	Presentation of the challenges of digital accessibility to the population of internal employees during an editorial committee bringing together editorial managers from different business lines of the bank.	Done

## APPENDIX 1: PUBLIC TECHNICAL AND FUNCTIONAL SCOPE

The technical and functional scope is organized around three categories of sites or applications:

- Websites open to the public (sites or mobile version);
- Extranet sites (sites or mobile version);
- Apps (sites or mobile version).

Only the perimeter of websites open to the public are listed in this appendix.

### RGAA OR RGAA COMPLIANCE AUDITS

These are RGAA audits carried out in the repair, design, support or certification phase:

- RGAA audits are used during the correction and support phases.
- RGAA compliance audits are used during the certification phases and produce a declaration of conformity.



# WEBSITES OPEN TO THE PUBLIC

Site	URL	Status	Compliance rate
BNP Paribas Corporate Website	<a href="https://group.bnpparibas">https://group.bnpparibas</a>	Partially compliant	75%
We Are Tennis	<a href="https://wearetennis.bnpparibas">https://wearetennis.bnpparibas</a>	Non-compliant	48%
We Love Cinema	<a href="https://welovecinema.bnpparibas">https://welovecinema.bnpparibas</a>	Non-compliant	Audit in progress
Source of History	<a href="https://histoire.bnpparibas">https://histoire.bnpparibas</a>	Partially compliant	55%

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