E-ACCESSIBILITY - ACTION PLAN 2021

	TYPE	ACTION	DETAILS	STATUS (carried out, in progress, to be carried out)
1	Annual action plan	Implementation of an Annual action plan	Annual action plan published online in February/March 2021	Carried out
2	Identification	Identification of all relevant applications and websites	Under the Group: Criteria were determined to prioritise applications and websites requiring compliance Under BU/SU: Identification of all relevant applications and websites for each internal and external BUs/SUs of the Group	In progress
3	Organisation	Execution of an internal organisation programme to comply with the e-accessibility of websites and applications.	Establishment of a coordination body under the Group led by the Group E-accessibility advisor. Establishment of internal governance for each BU/SU: - Appointment of an e-accessibility coordinator - Operational monitoring (monthly) of the activities of the SGPM Group.	In progress
4	Human resources	Identification of requirements in terms of familiarisation and training	For each BU/SU: 1/Identification of target populations 2/ Map the specific requirements in terms of training and familiarisation of these target populations within each BU/SU 3/ Prepare a training and familiarisation plan	In progress
5	Human resources	Updating recruitment procedures	Starting an analysis of the recruitment procedure within HR. (Action to be discussed with HRCO). Based on the analysis, establish a suitable recruitment procedure.	In progress

6	Financial resources	Assessment of financial requirements	Under BUs/SUs, allocation of specific budgets dedicated to e-accessibility to finance the 2021 action plan. Some BUs/SUs are still in the process of budgeting.	In progress
7	Organisation	Implementation of a specific assistance procedure for users with disabilities	Under SAUs, initiation of works for the implementation of specific assistance procedures for assisting users with disabilities	In progress
8	User tests	Setting up a group of testers with disabilities	Under BU/SU: Feasibility study to estimate the costs of setting up a group of testers comprising, insofar as possible, people with disabilities and the tested content	In progress
9	User feedbacks	Taking into account the comments of testers	Implementation of a specific assistance procedure will be studied with all the BUs/SUs involved.	In progress
10	Communication	Implementation of communication activities related to e-accessibility	Under the Group: The topic of e-accessibility is integrated into the Responsible Digital - CSR communication plan Under each BU/SU: Communication activities for e-accessibility, in process of being defined	In progress
11	Audits	Rapid evaluation, prioritisation and qualification of the first set of websites and web applications.	Under the Group: Listing of service providers to assist us in the audits was initiated and will be finalised in Q1.	In progress
12	Audits	Feasibility study and qualification of a batch of websites and applications	After this listing, the BUs/SUs will have audits performed on the websites and applications that have been identified as priorities for this first year.	In progress

13	Ensuring compliance	Ensuring compliance with GAIF (General Accessibility Improvement Framework) for certain websites and applications	Ensuring priority compliance of the various SG websites listed below (non-exhaustive)	In progress
14	Accessibility statement	Publication of accessibility statements of websites	Publication of accessibility statements on the various websites/applications concerned is in progress. These accessibility statements are available in the footer of the page.	In progress
15	Trainings	Training(s) of teams depending on type of population (communication teams, developers, graphic studio, all the contributors (accessibility to visuals and contents, office automation documents)	Under the Group: A call for tender has been launched to identify companies that can assist us in the e-accessibility training for our employees. We work on training modules targeted by type of profession For each BU/SU: Trainings are provided so that our employees learn the essential good practices and are able to create accessible applications and websites.	In progress
16	Familiarisation	Internal action(s) for e-accessibility	Initial assimilation activities initiated in local bodies and team meetings.	In progress

Appendix : List of the main Société Générale (France) websites

Name and address of the website	Link to the Accessibility statement
Institutional website of the Group https://www.societegenerale.com/fr	https://www.societegenerale.com/fr/accessibilitenumerique
Website of investors https://investors.societegenerale.com/fr	https://investors.societegenerale.com/fr/accessibilitenumerique
Société Générale website for Individuals (EIP) https://particuliers.societegenerale.fr/	https://particuliers.societegenerale.fr/accessibilitenumerique
Société Générale private banking website:https://www.privatebanking.societegenerale.com/fr/	https://www.privatebanking.societegenerale.com/fr/accessibilite/
Website for public service employees (BFM) https://particuliers.societegenerale.fr/ouvrir-compte-bancaire-en-ligne-bfm	https://particuliers.societegenerale.fr/accessibilitenumerique
Société Générale website for Companies https://entreprises.societegenerale.fr/	https://entreprises.societegenerale.fr/accessibilitenumerique
Société Générale website for Professionals https://professionnels.societegenerale.fr	https://professionnels.societegenerale.fr/accessibilitenumerique
Société Générale website for Associations https://associations.societegenerale.fr/	https://associations.societegenerale.fr/accessibilitenumerique
Société Générale website for Insurance https://www.assurances.societegenerale.com/fr/	https://www.assurances.societegenerale.com/fr/footer/accessibilite/