Disclaimer

This document is a template. The client is invited to complete it and, where necessary, have it reviewed by their advisers. The client is free to amend this template as they see fit before it is published on the website.

The client is free to provide their own template to HELLOWORK.

HELLOWORK shall not be held liable in the event of any missing mandatory information.

In any event, the client is reminded that it is their responsibility to provide users with all the required information (in accordance with Article 47 a Act No. 2005-102 of 11 February 2005).

Accessibility Statement

GBH undertakes to make its website accessible in accordance with Article 47 of Act No. 2005-102 of 11 February 2005.

To this end, GBH is implementing the following strategy and actions:

- Multi-year accessibility plan: 01/2026 to 12/2028;
- Actions completed in December 2025;

This accessibility statement applies to the website: ***http://www.recrutement.gbh.fr/***

Compliance status

The ***GBH Carriere*** website http://www.recrutement.gbh.fr/ is **partially compliant** with the general accessibility improvement framework (RGAA), version 4.1, due to the non-conformities listed below.

Test results

The RGAA 4.1.2 compliance audit carried out by HELLOWORK **and internally** reveals that:

- 65% of the RGAA 4.1.2 criteria are met.
- The site's average compliance rate is 65%.

In detail:

- Number of compliant criteria: **44**
- Number of non-compliant criteria: **24**
- Number of non-applicable criteria: **38**

Inaccessible content:

The content listed below is inaccessible for the following reasons:

Non-conformities

List of non-compliant criteria:

Cross-functional elements

7.1 Is each script compatible with assistive technologies, where necessary?

- Non-compliant
- Major impact

The language selection field cannot be used via the keyboard

7.3 Is each script controllable using the keyboard and any pointing device (excluding special cases)?

- Non-compliant
- Major impact

The language selection field cannot be used via the keyboard and the CV analysis widget cannot be accessed via the keyboard without an assistive tool such as voiceover

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7.5 On each web page, are the status messages correctly rendered by assistive technologies?

- Non-compliant
- Minor impact

The status messages for CV analysis are not detected by voiceover

Home

1.1 Does every informative image have a text alternative?

- Non-compliant
- Major impact

The certification logos do not have text alternatives

1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Minor impact

For every image that does not convey information (basically all our images), we must include a tag:

- alt="" OR
- aria-hidden="true" OR
- role="presentation"

Currently we have alt tags for every image, which indicates that these are images conveying information

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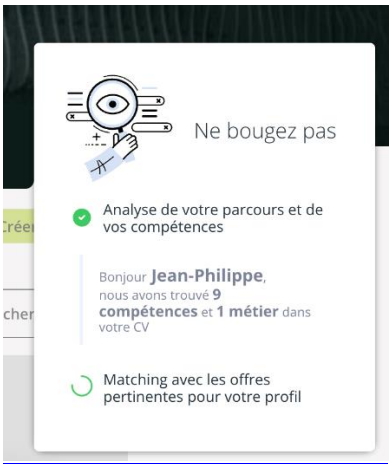
3.2 On every web page, is the contrast (between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix

3.3 On every web page, do the colours used in the interface components or are the graphic elements containing information provide sufficient contrast (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix
- CV Analysis Widget: Increase the contrast of the description of the data found in the CV Use shade Black 600 #555555

Example(s) of error(s)



4.1 Does each pre-recorded media file have, where necessary, a text transcript or an audio-description (excluding special cases)?

- Non-compliant
- Blocking impact
- Text transcript:

        - The video contains no useful audio information (only music). All information is visual and already present on screen, so there is no need for a transcript or subtitles.
- Audio description:
    - Provide an audio description as the video contains important text that is not spoken

Blocking for blind/visually impaired people

4.5 Does each time-based pre-recorded media file have, where necessary, a synchronised audio description (excluding special cases)?

- Non-compliant
- Blocking impact
- Provide an audio description as the video contains important text that is not spoken

Blocking for blind/visually impaired people

4.8 Does each non-time-based media file have, where necessary, an alternative (excluding special cases)?

- Non-compliant
- Blocking impact

Add an audio description for blind/visually impaired people.

The "Play" buttons on the "Our team" thumbnails have no labels and are not readable by assistive technologies.

4.13 Is every time-based media file and non-time-based media file compatible with assistive technologies (excluding special cases)?

- Non-compliant
- Major impact

The "Play" buttons on the "Our team" thumbnails have no titles and are not readable by assistive technologies.

6.1 Is every link self-explanatory (excluding special cases)?

- Non-compliant
- Minor impact
- Text links are self-explanatory

- Non-text links (images):
    - main logo: modify the alternative text to indicate that it returns to the home page
    - footer Magnet logo: add alternative text indicating a redirect to the Magnet site

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6.2 On every web page, does every link have a title?

- Non-compliant
- Minor impact
- Non-text links:
    - Some alternative text is missing; see 6.1

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant
- Major impact

non-clickable elements are not highlighted by voiceover when navigating via the keyboard

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7.3 Is each script controllable using the keyboard and any pointing device (excluding special cases)?

- Non-compliant

No description of the error or recommendation for correction.

7.5 On each web page, are the status messages correctly rendered by assistive technologies?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

For each HTML tag that is translated when the language changes, a lang attribute must be added

e.g.

Page in French:

<title lang="fr">Title</title>

And in English:

<title lang="fen">Title</title>

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

10.2 On every web page, does the visible content containing information remain present when style sheets are disabled?

- Non-compliant
- Major impact

The images in the main block (hero slider) are not visible.

10.3 On every web page, does the information remain understandable when style sheets are disabled?

- Non-compliant
- Major impact

The images in the main block (hero slider) are not visible.

10.7 On every web page, for every element that receives focus, is the focus indicator visible?

- Non-compliant
- Minor impact

Not visible on several elements, including job vacancies.

Job search results page

1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Minor impact

For every image that does not convey information (basically all our images), we must include a tag:

- alt="" OR
- aria-hidden="true" OR
- role="presentation"

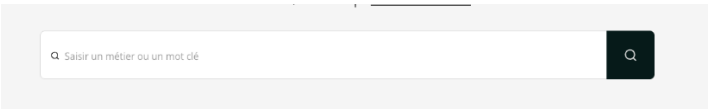
Currently we have alt tags for every image, which indicates that these are images conveying information

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3.2 On every web page, is the contrast between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix
- Increase the contrast of the search placeholder by job or keyword Use the Black 500 shade #7B7B7B

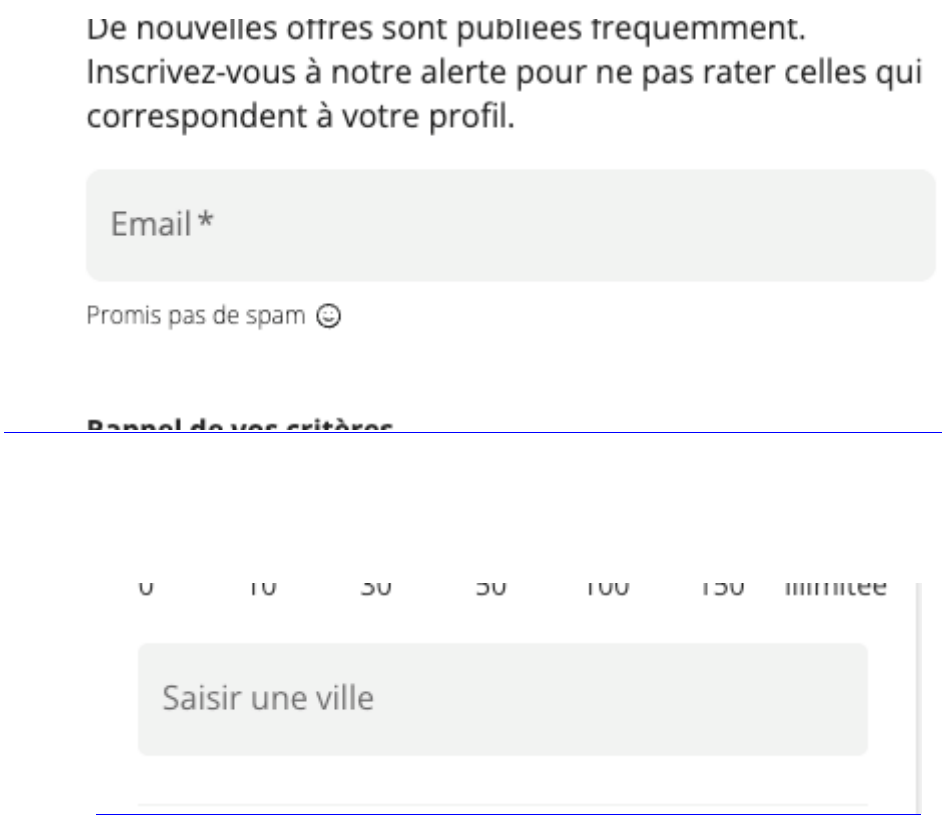
Example(s) of error(s)



3.3 On every web page, do the colours used in the interface components or are the graphic elements containing information provide sufficient contrast (excluding special cases)?

- **Non-compliant**
- **Minor impact**
- **Easy to fix**
- **CV analysis: Input matching city / job / skills, review contrasts Background: #ffffff , text-color:#Black500 /#7B7B7B , border-color: Black200 / #D9D9D9**
- **Alert creation modal - email input review contrasts Background: #ffffff , text-color:#Black500 /#7B7B7B , border-color: Black200 / #D9D9D9**

Example(s) of error(s)



7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant

No description of the error or recommendation for correction**.**

7.3 Is each script controllable using the keyboard and any pointing device (excluding special cases)?

- Non-compliant

No description of the error or recommendation for correction.

7.5 On each web page, are the status messages correctly rendered by assistive technologies?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed..

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

10.7 On every web page, for every element that receives focus, is the focus indicator visible?

- Non-compliant
- Minor impact

Not visible within the ad boxes (ad div).

12.7 On every web page, is there a skip link or quick access link to the main content area (excluding special cases)?

- Non-compliant

No skip link; perhaps add a scroll down button labelled “View results” to exit the heading area.

Job search results page - map

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant

No description of the error or recommendation for correction**.**

7.3 Is each script controllable using the keyboard and any pointing device (excluding special cases)?

- Non-compliant

No description of the error or recommendation for correction.

7.5 On each web page, are the status messages correctly rendered by assistive technologies?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.6 For each web page with a page title, is this title relevant?

- Non-compliant
- Minor impact

May change when the map is opened.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

10.2 On every web page, does the visible content containing information remain present when style sheets are disabled?

- Non-compliant
- Major impact

The map is displayed incorrectly, making scrolling impossible.

10.3 On every web page, does the information remain understandable when style sheets are disabled?

- Non-compliant
- Major impact

The map is displayed incorrectly, making scrolling and reading impossible.

10.7 On every web page, for every element that receives focus, is the focus indicator visible?

- Non-compliant
- Minor impact

Not visible within the ad boxes (ad div).

12.9 On every web page, the navigation must not contain any keyboard traps. Is this rule being followed?

- Non-compliant
- Minor impact

The site map does not display the elements selected via the tab key and does not allow users to return to the top of the page.

Job vacancy details

1.1 Does every informative image have a text alternative?

- Non-compliant
- Blocking impact

In the job vacancy sharing pop-up, the buttons do not have usable labels, making it impossible to know which social network they correspond to

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1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Minor impact

For every image that does not convey information (basically all our images), we must include a tag:

- alt="" OR
- aria-hidden="true" OR
- role="presentation"

Currently we have alt tags for every image, which indicates that these are images conveying information

---

3.2 On every web page, is the contrast between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix

4.8 Does each non-time-based media file have, where necessary, an alternative (excluding special cases)?

- Non-compliant
- Major impact

The share and notification icons have no labels, making the buttons incomprehensible if the logo disappears.

4.9 For each non-time-based media file that has an alternative, is that alternative relevant?

- Non-compliant
- Major impact

The share and notification icons have no labels, making the buttons incomprehensible if the logo disappears.

4.13 Is every time-based media file and non-time-based media file compatible with assistive technologies (excluding special cases)?

- Non-compliant
- Major impact

The sharing and notification icons have no labels, making the buttons incomprehensible to assistive technologies (tested with Voiceover).

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant
- Major impact

the vacancy's share buttons lack labels for voiceover; the same applies to the email alert opt-in in the CV analysis

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7.5 On each web page, are the status messages correctly rendered by assistive technologies?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed..

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

10.7 On every web page, for every element that receives focus, is the focus indicator visible?

- Non-compliant
- Minor impact

Focus not visible on several elements.

Legal notices

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.6 For each web page with a page title, is this title relevant?

- Non-compliant
- Minor impact

It would be useful to add the page name.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed..

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

12.9 On every web page, the navigation must not contain any keyboard traps. Is this rule being followed?

- Non-compliant
- Major impact

The text is not accessible via the keyboard (tab key).

Terms and Conditions

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant

- Major impact

Does not change when the language is changed.

8.6 For each web page with a page title, is this title relevant?

- Non-compliant
- Minor impact

It would be useful to add the page name.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed..

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

12.9 On every web page, the navigation must not contain any keyboard traps. Is this rule being followed?

- Non-compliant
- Major impact

The text is not accessible via the keyboard (tab key).

Privacy Policy

7.1 is every script, where necessary, compatible with assistive technologies ?

- Non-compliant

No description of the error or recommendation for correction.

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Does not change when the language is changed.

8.6 For each web page with a page title, is this title relevant?

- Non-compliant
- Minor impact

It would be useful to add the page name.

8.7 On each web page, is every language change indicated in the source code (excluding special cases)?

- Non-compliant
- Major impact

Does not change when the language is changed..

8.8 On every web page, is the language code for each language change valid and relevant?

- Non-compliant
- Major impact

Does not change when the language is changed..

12.9 On every web page, the navigation must not contain any keyboard traps. Is this rule being followed?

- Non-compliant
- Major impact

The text is not accessible via the keyboard (tab key).

[Email] Email address confirmation

1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Minor impact

The website logo in the email header is read by voiceover

3.2 On every web page, is the contrast between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant

- Minor impact

In the email footer, the text contrast is low. Change to Black/500: #606060

3.3 On every web page, do the colours used in the interface components or are the graphic elements containing information provide sufficient contrast (excluding special cases)?

- Non-compliant
- Major impact

In the email footer, the text contrast is low. Change to Black/500: #606060

8.3 On every web page, is the default language present?

- Non-compliant
- Major impact

Default language missing

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Default language missing

[Email] New vacancies alert

1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Major impact

The website logo in the email header is read by voiceover

3.2 On every web page, is the contrast between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix

In the email footer, the contrast of the text describing how to unsubscribe is too low.

Change to Black/500: #606060

3.3 On every web page, do the colours used in the interface components or are the graphic elements containing information provide sufficient contrast (excluding special cases)?

- Non-compliant
- Major impact

In dark mode, the buttons for accessing vacancies are difficult to read

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8.3 On every web page, is the default language present?

- Non-compliant
- Major impact

Default language missing

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Default language missing

[Email] Application failed

1.2 Is every decorative image properly ignored by assistive technologies?

- Non-compliant
- Major impact

The website logo in the email header is read by voiceover

3.2 On every web page, is the contrast between the text colour and the background colour sufficiently high (excluding special cases)?

- Non-compliant
- Minor impact
- Easy to fix

In the email footer, the contrast of the text describing how to unsubscribe is too low

Change to Black/500: #606060

8.3 On every web page, is the default language present?

- Non-compliant
- Major impact

Default language missing

8.4 For each web page with a default language, is the language code relevant?

- Non-compliant
- Major impact

Default language missing

Exemptions due to disproportionate burden

No exemptions

Preparation of the accessibility statement

This statement was prepared on ***[Date].***

Test environment and tools used to assess accessibility

Content rendering checks were carried out using the combination specified by the RGAA reference framework, with the following combinations of web browsers and screen readers:

- Chrome 135 with Voiceover
- Arc with Voiceover

The accessibility check is the result of manual testing, assisted by the following tools:

- Colour Contrast Analyser
- Component Inspector

Pages of the site that have been checked for compliance

Sample pages that have been checked for compliance

- ***[Client website homepage]***
- ***[Client website search page]***
- ***[Client website search results page]***
- ***[Client website vacancy page]***
- ***[Client website Legal Notice page]***
- ***[Client website Terms and Conditions page]***
- ***[Client website Privacy Policy page]***

Feedback and contact

[Client name] undertakes to take the necessary measures to provide access, within a reasonable timeframe, to the information and features sought by persons with disabilities.

Please inform us of any accessibility issues you encounter on our website by writing to us at ***[client address]***

Remedies

If you notice an accessibility issue preventing you from accessing content or a feature on the website, and you report this to us but do not receive a prompt response, you are entitled to submit your complaints or a request for referral to the *Défenseur des droits* [French Defender of Rights]. Several options are available to you:

- A contact form,
- A list of the representative(s) in your region with their direct contact details,
- A postal address (postage free, no stamp required): Défenseur des droits – Libre réponse 71120 – 75342 Paris CEDEX 07.

Multi-year action plan 2025-2028

Type	Details	Status	End Date
Accessibility Statement	Accessibility Statement available at the bottom of the website page	Done	June 2025
Compliance	Compliance with blocking criteria for users	In progress	June 2026
Compliance	Compliance with non-blocking criteria for users	To be done	June 2028
Process improvement	Compliance with the RGAA standard for all new pages published on the website	To be done	June 2028