



2024 Action Plan Review

During this first year of the second multi-year plan, the Orano Group has confirmed its commitment to digital accessibility, demonstrating the continuity and constant mobilization of its teams.

In line with previous initiatives, all reference publications in PDF format and videos produced in 2024 have been made compliant with accessibility standards.

In addition, an awareness-raising workshop was organized during the European Week for the Employment of People with Disabilities (SEEPH), reinforcing collective awareness. The specific tools developed for the Orano Group, combined with educational resources and team support, are now being integrated into operational processes on a long-term basis. These initiatives also include specific clauses for purchasing departments and coordinated actions, such as exchanges on the use of the intranet by visually impaired employees.

The internal network has been mobilized to develop joint actions in conjunction with the disability unit and the disability ambassador coordinator. These efforts are based on close collaboration with the disability division and the dedicated team of ambassadors.

The following tables present the actions of the 2024 action plan, site by site, specifying their status: completed, postponed to 2025 or not completed.

Information Project

Actions to be taken	Action status
<ul style="list-style-type: none"> Publication of 2 communications on digital accessibility 	1 publication made

Tooling Project

Actions planned for 2024	Action status
<ul style="list-style-type: none"> Setting up tools for capitalizing on, verifying and implementing accessibility 	Achieved

Training Project

Actions planned for 2024	Action status
<ul style="list-style-type: none"> Accessible design - 1 session 	Postponed
<ul style="list-style-type: none"> Accessible coding and development - 1 session 	Postponed
<ul style="list-style-type: none"> Accessible contribution - 1 session 	Postponed
<ul style="list-style-type: none"> Accessible contribution with Articulate - 1 session 	Postponed
<ul style="list-style-type: none"> Creating accessible Word/PPT - 1 session 	Postponed
<ul style="list-style-type: none"> Managing digital accessibility - 1 session 	Postponed
<ul style="list-style-type: none"> Managing digital accessibility: Coordinator - 1 session 	Postponed

Compliance Project

Actions planned for 2024	Action status
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• Support for continuous improvement of websites	Achieved
• Support for the creation of new sites	Achieved
• Make 4 priority 1 applications compliant	Achieved
• 2024 publications compliance	Achieved
• Annual compliance of all Group videos (1,200 h)	Achieved

Audit and Certification Project

Actions planned for 2024	Action status
• Audit and certify new websites	Achieved
• Audit and certify new business/mobile applications for 2021	
• Audit and certify the year's new business and mobile applications	Achieved
• Certify the intranet site when it goes online	Achieved

Project Mangement

Actions planned for 2024	Action status
• Publication of 2023 report	Achieved
• Publication of the 2024 action plan	Achieved
• Monitoring priority 2 and 3 business applications	Achieved
• 2024 report	Achieved
• Drafting the 2024-2026 plan	Achieved