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Digital Accessibility

for Suppliers

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sanofi

Digital Accessibility

Overview

Sanofi's Digital Accessibility Standard demonstrates Sanofi's unwavering commitment to inclusivity and to empowering our employees, patients, and customers regardless of their disability or ability.

What is Digital Accessibility?

Digital accessibility is an inclusive approach to ensuring websites, digital tools, and technologies are usable by as many people as possible. It's crucial to recognize that individuals have diverse mobility, neurodiversity, visual, hearing, emotional, physical, and other characteristics that can affect how they interact with digital solutions. Digital accessibility helps ensure that we provide an inclusive, optimal digital experience to everyone.

What is Sanofi's Standard?

Sanofi's Digital Accessibility Standard includes a comprehensive list of requirements aligned with Web Content Accessibility Guidelines (WCAG) 2.2 level AA, and a select few of level AAA, applicable to all digital assets such as websites, applications, software, digital documents, etc. It also includes "Sanofi Best-In-Class" recommendations, which go beyond the minimum requirements.

Timeline for Sanofi Partners

As a result of the launch of the Digital Accessibility Standard, it is required that all new and legacy online and digital solutions are accessible and meet the requirements provided under the following timeline:

- **New:** if the digital solution is created or purchased after October 1st, 2024, it is required to follow the Digital Accessibility Standard immediately after October 1st, 2024.
- **Legacy:** if the digital solution is created or purchased prior to October 1st, 2024, Sanofi business owner will assess and remediate by January 1st, 2026.

Any exception will need to be reviewed and approved by the Accessibility Committee, DigitalAccessibilitySupport@sanofi.com.

Please refer to the [Supplier Code of Conduct](#) for more information.



Digital Accessibility Standard

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May 13, 2024

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1. Purpose

We want to ensure that all online and digital solutions are accessible and supports the inclusion of all employees, clients, and stakeholders regardless of their ability or disability, their technological requirements, cultural background, education, and experience. Digital accessibility refers to the inclusive practice of removing barriers that prevent interaction with, or access to websites, digital tools, and technologies. Keep in mind that people have varying mobility, neurodiversity, visual, hearing, emotional, and other physical diversities that all can be impacted by inaccessible digital solutions.

This Standard describes the requirements for all employees to make our digital properties and solutions (including digital content) accessible. The global target is to have our newly purchased and newly created digital properties and solutions in agreement with this Standard and to have all legacy digital properties and solution compliance. Reporting on accessibility progress in all areas of digital solutions is mandatory.

The requirements are based upon the main international regulations and Sanofi global quality documents. In addition to these requirements, local regulatory requirements must be considered.

2. Scope and Applicability

The global standard applies to all Sanofi branded and associated digital solutions including, but not limited to, internet sites; extranet; intranet; business applications; mobile applications; pre-recorded media, audio, and video files; software; documents; social media; and internal and external digital communications. [Elements Design System](#) will be a key required tool and repository of accessible components and digital accessibility best practices. Sanofi will also ensure that third-party content providers are aware of this Global Digital Accessibility Standard. Sanofi will also ensure that third-party content providers are aware of this Global Digital Accessibility Standard.

3. Requirements

To achieve the goal of full and sustainable digital accessibility at Sanofi, these requirements are grouped into main areas of focus to identify the purpose and achievement criteria of each standard. These standards align with the Web Content Accessibility Guidelines 2.2 level AA with noted ambitious Sanofi Best-In-Class (SBIC) standards to level AAA in some categories. Each requirement is linked to its corresponding accessibility guideline or success criteria for additional information. Sanofi should also comply with the country-specific digital accessibility standards present at our various sites.

Regular digital and web audits including usability checks by individuals with disabilities will be performed to assess the main principles and categories necessary for full digital accessibility. This data will be provided to DigitalAccessibilitySupport@sanofi.com for distribution.

The assessment data must then be used by each Digital Property Owner to implement the actions that are currently not executed, keeping in mind the global target to have our newly purchased and newly created digital solutions in agreement with this Standard and to have all legacy digital properties and solutions compliance. Reporting on accessibility progress in all areas of digital solutions is mandatory.

An appropriate time frame to reach compliance along with trainings and supports will be provided at a later date.

Any questions can be directed to DigitalAccessibilitySupport@sanofi.com.

3.1 Conformance

This category contains requirements necessary to achieve overall alignment with the Standard and indicate when only partial alignment is present.

- For a web page to be considered in full conformance to WCAG 2.2 level AA the full page must meet all requirements within this standard with exception of the SBIC standards. Additional conformance towards WCAG 2.2 level AAA is accomplished when the contents of the full web page meet all included requirements. Including:
 - Individual web pages
 - Web page series presenting sequential steps that must be completed to accomplish an activity
 - Alternate iterations of a page's content, such as a long description or an alternative presentation or video, when the alternative content is available directly from the original page

Reference: [WCAG 2.2; 5.2.1](#); [WCAG 2.2; 5.2.2](#); [WCAG 2.2; 5.2.3](#)

- The following Statement of Partial Conformance based on Third Party Content, should be used when the web page contains inaccessible content controlled by a 3rd party vendor and outside the control of the web page author(s) such as email programs, new sites composed of content from multiple contributors, or a blog.
 - "This page does not conform, but would conform to WCAG 2.2 at level AA if the following parts from uncontrolled sources were removed..."

Reference: [WCAG 2.2; 5.4](#)

- The following Statement of Partial Conformance based on Language, should be used for web pages when the web page contains inaccessible content that would be accessible if accessibility support (e.g. compatibility with screen reading software and other accessibility features built into browsers) existed for all languages on the page.
 - "This page does not conform, but would conform to WCAG 2.2 at level AA if the following parts from uncontrolled sources were removed..."

Reference: [WCAG 2.2; 5.5](#)

- All websites must have an Accessibility Statement acknowledges accessibility as a requirement, current conformance status, goals, contact information.

Reference: [A11yS](#)

3.2 Technical

The purpose of this category is to ensure that digital solutions are designed in such a way as to be usable by all individuals and to not cause seizures or physical reactions for a person with a disability.

- All text must be able to be resized without assistive technology up to 200 percent without loss of content or functionality. Exceptions to this category are captions and images of text.

Reference: [WCAG 2.2; 1.4.4](#)

- **SBIC:** Web pages should not contain anything that flashes more than 3 times in any one second, regardless of thresholds.

Reference: [WCAG 2.2; 2.3.2](#)

- When the interactive content has a set time limit a user must be able to turn off the time, extend the time limit at least ten times its original length, or to receive a warning before time expires, then given at least 20 seconds to extend the time by completing a simple action and can extend that time limit at least 10 times.

- Exceptions include instances when a time limit is required as part of a real-time event (e.g., an auction) and no alternative time is possible, the time limit is essential, and extending the time would invalidate the activity, or the time limit is longer than 20 hours.

Reference: [WCAG 2.2; 2.2.2; SCR1; SCR16](#)

- Motion animation triggered by user interaction can be disabled unless it is essential to the functionality or information being conveyed.

Reference: [WCAG 2.2; 2.3.3](#)

- When moving, blinking, or scrolling information that starts automatically, lasts more than five seconds, and is presented in parallel with other content there must be a way for the user to pause, stop, or hide it unless the moving, blinking, or scrolling is an essential part of an activity.

Reference: [WCAG 2.2; 2.2.3; SCR22](#)

- Auto-updating information that starts automatically and is presented in parallel with other content, there must be a way for the user to pause, stop, or hide it to control the frequency of the update unless the auto-updating is an essential part of an activity.

Reference: [WCAG 2.2; 2.2.3](#)

- **SBIC:** Timing should not be an essential part of the event or activity except for non-interactive synchronized media and real-time events.

Reference: [WCAG 2.2; 2.2.4](#)

- **SBIC:** Interruptions can be postponed or suppressed by the user, except when the interruption is related to an emergency.
Reference: [WCAG 2.2; 2.2.5](#)
- **SBIC:** When an authenticated session expires the user can re-authenticate and continue the activity without loss of data.
Reference: [WCAG 2.2; 2.2.6](#)
- **SBIC:** Warnings about user inactivity that could cause data loss are provided to the user unless the data will be preserved for more than 20 hours without requiring action from the user.
Reference: [WCAG 2.2; 2.2.6](#)
- Web pages have titles that describe the topic or purpose of the content on the page.
Reference: [WCAG 2.2; 2.4.2](#)
- Headings and labels describing the topic or purpose must be noted using formatting tools that identify the content both visually and programmatically.
Reference: [WCAG 2.2; 1.3.1](#), [WCAG 2.2; 2.4.6](#), [WCAG 2.2; 2.4.10](#)
- A mechanism is available that allows a user to bypass blocks of content that are repeated on multiple Web pages.
Reference: [WCAG 2.2; 2.4.1](#)
- All text content available to the general public should be understandable by a person with a lower secondary-level education (7-9 years of general education).
 - **SBIC:** If it is necessary for text content to be more advanced than the lower secondary-level of education – after proper names and titles are removed – supplemental content or an alternate version that does not require an advanced level of education is provided.
Reference: [WCAG 2.2; 3.1.5](#)
- Navigation menus, components with the same functionality, and standard controls (as a search box) are positioned consistently between all the web pages.
Reference: [WCAG 2.2; 3.2.3](#); [WCAG 2.2; 3.2.4](#)
- If any of the following help mechanisms are present – as on-page content or a link to content – across web pages, they are positioned consistently.
 - Human contact details
 - Human contact mechanism
 - Self-help option
 - A fully automated contact mechanism

Reference: [WCAG 2.2; 3.2.6](#)

- **SBIC:** A cognitive function test (such as remembering a password or solving a puzzle) should not be required for any step in an authentication process unless one of the following is also provided:
 - An authentication method that does not rely on a cognitive function test.
 - A mechanism (such as access to a password manager) is provided to assist the user in completing the cognitive function test.

Reference: [WCAG 2.2; 3.3.8](#); [WCAG 2.2; 3.3.9](#)

- The name and role of all user interface components can be determined programmatically.

Reference: [WCAG 2.2; 4.1.2](#); [ARIA14](#); [ARIA16](#); [G10](#); [G108](#); [G135](#)

- For all user interface components where states, properties, and values can be set by the user they can also be programmatically set.

Reference: [WCAG 2.2; 4.1.2](#); [ARIA14](#); [ARIA16](#); [G10](#); [G108](#); [G135](#)

- Notification of changes to states, properties, and values in user interface components is available to all user agents, including assistive technologies.

Reference: [WCAG 2.2; 4.1.2](#); [ARIA14](#); [ARIA16](#); [G10](#); [G108](#); [G135](#)

- In content implemented using markup languages, status messages advising on the success or results of an action, or state of an application can be presented to the user by assistive technology and without receiving focus.

Reference: [WCAG 2.2; 4.1.3](#)

3.3 Keyboard Navigation

The purpose of this category is to ensure that digital solutions are designed in such a way that a user can navigate all content and functionality using only a keyboard.

- When moving focus from one area of the screen to another requires more than standard arrow or tab keys, instructions should be provided advising the user of the method for moving focus away.
Reference: [WCAG 2.2; 2.1.2](#)
- The reading order during keyboard navigation is logical and intuitive.
Reference: [WCAG 2.2; 2.4.3](#)
- For web pages that can be navigated sequentially and where the sequence affects the meaning or operation of the content, any focusable components receive focus in that same sequence.
Reference: [WCAG 2.2; 2.4.3](#)
- Elements do not change the page context when they receive keyboard focus or input (Eg: when keyboard focus is on a Download button, the download is not triggered unless another key is pressed to confirm).
Reference: [WCAG 2.2; 3.2.1](#); [WCAG 2.2; 3.2.2](#)
- **SBIC:** Changes of context only occur when initiated by user request or a mechanism is available to turn off such changes that may be automatic including, but not limited to, pop-up windows, automatically updating content, or opening a new tab without warning.
Reference: [WCAG 2.2; 3.2.5](#)
- Keyboard operable user interfaces have a mode where the keyboard focus indicator is visible, not hidden by author-created content and meets the following:
 - Is at least as large an area of a 2 CSS pixel thick perimeter of the unfocused component or sub-component.
 - Has a contrast
 - ratio of at least 3:1 between the same pixels in the focused and unfocused states.
 - Exceptions: focus indicator is determined by the user and cannot be adjusted by the author or focus indicator and its background colour are not modified by the author.

Reference: [WCAG 2.2; 2.4.7](#), [WCAG 2.2; 2.4.12](#), [WCAG 2.2; 2.4.13](#)

- If a keyboard shortcut is implemented that is only a letter, punctuation, number, or symbol character, then at least one of the following must be true:
 - **Turn off:** It must be possible for the user to turn off the shortcut.
 - **Remap:** The user can change the shortcut so that it includes non-printable keyboard keys such as Ctrl and Alt (PC) or Command (Mac).
 - **Active only on focus:** The shortcut is only active when the user actively focuses on that component.

Reference: [WCAG 2.2; 2.1.4](#)

- All pages have a “Skip to Content”, “Skip to Footer” link that bypasses the main navigation during keyboard navigation (hidden and displayed on each page when keyboard navigation is activated via the Tab key)

Reference: [WCAG 2.2; 2.4.1](#)

- All functionality is operable through a keyboard; All items that require keyboard focus can be focused. No keyboard traps are present, the user should not be stuck in an action (e.g., the user is able to navigate in and out a modal using only keyboard commands).
 - Exception: Keyboard navigation would not be necessary when the input method requires the user to move along a path, as opposed to moving from one set point to another such as inputting text by the use of handwriting.

Reference: [WCAG 2.2; 2.1.1; WCAG 2.2; 2.1.2; WCAG 2.2; 2.1.4](#)

- **SBIC** – Specific timings for individual keystrokes should not be required.

Reference: [WCAG 2.2; 2.1.3](#)

3.4 Formatting Content

The purpose of this category is to ensure that digital content is created and formatted in such a way that they can be perceived by all users either in their original format or as determined by assistive software while preserving the meaning and sequence of the content.

- There should be more than one way to locate a particular web page within a set of web pages, unless that web page is the result of a step in a process.
Reference: [WCAG 2.2; 2.4.5](#)
- Words or phrases that have special status should be noted using formatting tools that explain the status both visually and digitally. For example, text in Microsoft Word can be formatted as “strong” which causes the text to appear in bold font and conveys to a screen reader that the word has important meaning.
Reference: [WCAG 2.2; 1.3.1](#)
- When non-text content is solely used as decoration, only for visual formatting, or is not provided to a user it should be tagged as background so it can be ignored by assistive technology.
References: [WCAG 2.2; 1.1.1](#); [WCAG 2.2, 1.2, WCAG 2.2; 1.3.3](#)
- All images that are relevant to the content must have alternative or ALT text which fully defines their content.
References: [WCAG 2.2; 1.1.1](#)
- HTML <svg> and <canvas> elements have alternative text which fully describes their content (if applicable)
References: [WCAG 2.2; 1.1.1](#)
- When working with technology that does not provide a way to programmatically determine some types of information and relationships, a text description of the information and relationships should be provided.
Reference: [WCAG 2.2; 1.3.1, WCAG 2.2; 1.3.2, WCAG 2.2; 1.3.4, WCAG 2.2; 1.3.5](#)
- Content should be accessible in all display orientations, such as portrait, landscape, mobile, and tablet unless a specific display orientation is essential.
Reference: [WCAG 2.2; 1.3.4](#)
- Buttons have a visible text label and an accessible name (alt-text) describing their purpose.
Reference: [WCAG 2.2; 1.1.1; WCAG 2.2; 1.5.3](#)

3.5 Visual

This category ensures the default or original presentation of content is as easy to perceive as possible for people with visual disabilities.

- Color must not be used as the only visual way of conveying information, indicating an action, prompting a response, or distinguishing a visual element.
Reference: [WCAG 2.2; 1.4.1](#)
- Colored backgrounds or text should not be used as a sole indicator of information or relationship, instead, they should be accompanied by another formatted style.
Reference: [WCAG 2.2; 1.4.1](#)
- All elements are distinguishable when viewed in greyscale and color filters (this can be identified using High Contrast browser plugin or a color blindness simulator)
- **SBIC:** The purpose of a hyperlink can be determined from the link text alone.
References: [WCAG 2.2; 1.4.1](#); [WCAG 2.2; 2.4.9](#); [WCAG 2.2; 2.4.4](#)
- Hyperlinks are visually clear without relying on color (they are always underlined or have another visual indicator unless part of a menu)
Reference: [WCAG 2.2; 1.4.1](#)
- Visual presentation of text and images of text must have a color contrast ratio of at least 4.5:1 against its background.
Reference: [WCAG 2.2; 1.4.3](#)
- Important non-text visual information must have a color contrast ratio of at least 3:1 against adjacent (abutting) colors in the following instances:
 - **User Interface Components:** Active user interface components, such as controls, must be distinguishable by people with moderately low vision. Inactive components or components where the appearance is determined by the user and not modified by the author do not hold this requirement.
 - **Graphical Objects:** Active graphics required to understand content must have a minimum contrast ratio of at least 3:1, except when a specific presentation of the graphics that does not meet the minimum contrast ratio is essential to the information being conveyed.
 - All shapes, lines, icons, etc. without text, have a contrast ratio against the background of at least 3:1.Reference: [WCAG 2.2; 1.4.11](#)

3.5.1 Images of Text

- Text, as opposed to images of text, should be used to convey information whenever possible so that individuals who will need an alternate or customized presentation can adjust the font size, foreground and background color, font family, line spacing, or alignment as needed with the following exceptions:
 - **Customizable: If the** image of text can be visually customized to the user's requirements, then the image may be used.
 - **Essential: If** a particular presentation of text, such as text that is part of a logo or brand name, is essential to the information being conveyed.

Reference: [WCAG 2.2; 1.4.5](#)

- When text or images of text is used to label user interface components, the name of the component contains the text this is presented visually.

Reference: [WCAG 2.2; 2.5.3](#)

3.5.2 Reflow

- In two dimensions, content must be presented without loss of information or functionality, and without requiring scrolling for:
 - Vertical scrolling content at a width equivalent to 320 CSS pixels or 400% zoom or more.
 - Horizontal scrolling content at a height equivalent to 256 CSS pixels.
 - An exception to this category where two-dimensional scrolling is acceptable occurs when parts of the content require a two-dimensional layout for usage or meaning such as maps and diagrams, video, games, presentations, data tables (not individual cells), and interfaces where it is necessary to keep the toolbars in view when manipulating content.

Reference: [WCAG 2.2; 1.4.10](#)

- The reading order of text should be formatted so that order is preserved when manipulated by assistive technology.

Reference: [WCAG 2.2; 1.3.4](#)

3.5.3 Text Spacing

- Content must be formatted so that if a user overrides the original text spacing of the style properties below, the content or functionality is not lost. (This can be identified by navigating through the page using a [text spacing bookmarklet](#).)
 - Line height (line spacing) can be increased to at least 1.5 times the font size.

- Spacing following paragraphs can be increased to at least 2 times the font size.
- Letter spacing (tracking) can be decreased to at least 0.12 times the font size.
- Word spacing can be decreased to at least 0.16 times the font size.
- Exception: If a human language or script does not make use of one or more of these text style properties in written text it can conform using only the properties that exist for that language and script.

Reference: [WCAG 2.2; 1.4.12](#)

3.5.4 **Content on Hover or Focus**

- To avoid accessibility issues often caused when additional content (such as pop-ups and sub-menus) appear and disappear in coordination with keyboard focus or pointer hover one of the following must be true:
 - **Dismissible: A** mechanism is available to dismiss the additional content without requiring the user to move the pointer hover or keyboard focus. Exceptions to this category occur when the additional content is communicating an input error or does not obscure or replace other content.
 - **Hoverable:** If the use of pointer hover by the user can trigger the additional content, then the pointer can be moved over the additional content without it disappearing.
 - **Persistent:** The additional content remains visible until the hover or focus trigger is removed, the user dismisses it, or its information is no longer valid.

Reference: [WCAG 2.2; 1.4.13](#)

3.6 Media

The purpose of this category is to ensure that alternatives for time-based media are provided so that individuals who are deaf or hard of hearing, or who are blind or visually impaired can perceive the content through alternate ways.

- Pre-recorded audio-only content should have a text alternative that provides the same information contained in the audio-only content.
Reference: [WCAG 2.2; 1.2.1](#)
- Pre-recorded video content with or without audio should have either a text description of the video or a descriptive audio track that plays synchronously with the video.
Reference: [WCAG 2.2; 1.2.3](#)
- If any audio on a Web page plays automatically for more than 3 seconds one of the following must be present:
 - There is a mechanism available to pause or stop the audio.
 - There is a mechanism available to control the audio volume independently from the overall system volume level.Reference: [WCAG 2.2; 1.4.2](#)

3.6.1 Captions:

- Captions must provide a synchronized text alternative to all audio content and include all dialogue, identifying the speaker, noting sound effects, and any other significant audio.
- Pre-recorded video content must have captions appearing on the screen with the video as an open caption or closed caption.
- Captions for live, real-time audio-visual presentations should be provided by a live captioner, either through in-person or remote attendance, to ensure accuracy. To engage these services, access the Translation or Communication Services in Sanofi Buying Hub.
- It is recommended that live audio-only content be accompanied with captions from a live captioner.
- Captions are not needed if the pre-recorded content is itself an alternative to text content.
Section Reference: [WCAG 2.2; 1.2.2 , WCAG 2.2; 1.2.4](#)

3.6.2 **Audio Descriptions:**

- An audio description must be offered for pre-recorded visual content with or without audio.
- An audio description played during pauses in the video should be synchronized with the video content and provide additional information about actions, characters, scene changes, and on-screen text that are important and are not described or spoken in the main soundtrack is provided verbally during existing pauses in dialogue.
- It is recommended that extended audio descriptions be provided when pauses in the video are not long enough to convey all necessary information.

Section Reference: [WCAG 2.2; 1.2.5](#)

3.7 Tables and Lists

The purpose of this category is to ensure that when the digital solution or content contains elements such as a table or list, these elements can be accessed in an equitable way by assistive technology such as screen readers.

- Tables markup is not used for purely visual (non-data) layout.
Reference: [WCAG 2.2; 1.3.1](#)
- Data tables use relevant table markup (more information on how to create accessible tables).
Reference: [WCAG 2.2; 1.3.1](#)
- All data tables have a header that uses a <caption> markup element with a concise description of the content.
Reference: [WCAG 2.2; 1.3.1](#)
- All data tables contain header cells created using the <th> element.
Reference: [WCAG 2.2; 1.3.1](#)
- All data tables contain data cells created using the <td> element.
Reference: [WCAG 2.2; 1.3.1](#)
- For data tables with more than one header, each data cell is programmatically associated with its corresponding header cells by using the "scope" attribute.
Reference: [WCAG 2.2; 1.3.1](#)
- Lists are used to group together related items and they are clearly associated with each other using the appropriate semantic markup (Only content that serves as a list is marked as such; Lists are built using the appropriate semantic markup e.g., or with child elements // <dl> with <dt> and <dd> child element).
Reference: [WCAG 2.2; 1.3.1](#)
- Lists should be created using the bulleted or numbered list formatting tool whenever available.
Reference: [WCAG 2.2; 1.3.1](#)

3.8 Forms

The purpose of this category is to ensure that when the digital solution or content contains a form, all elements and functionality of the form can be accessed in an equitable way by people with visual disabilities or using assistive technology such as screen readers.

- Form fields to collect information from or about the user are formatted so that different user agents, including assistive technologies, can extract and present the information to users in different modalities when:
 - The input (or form) field serves a purpose.
 - The content is formatted using technologies that offer the ability to identify the expected meaning for form input data (alt text for the purpose of each form field).

Reference: [WCAG 2.2; 1.3.1](#)

- For multi-page forms instructions are placed on every page/step, the form is split logically, and the progress is clearly visible for the user.
Reference: [WCAG 2.2; 1.3.1](#), [WCAG 2.2; 2.4.6](#); [WCAG 2.2; 2.5.3](#); [WCAG 2.2; 3.3.2](#)
- Related form controls (checkboxes or radio buttons) are visual and programmatically grouped to make them more understandable for all users.
Reference: [WCAG 2.2; 1.3.1](#)
- The "for" attribute of the label matches with the "id" of the form control.
Reference: [WCAG 2.2; 1.3.1](#)
- The purpose of input fields is programmatically determinable with "input type="type"
Reference: [WCAG 2.2; 1.3.5](#)
- Required fields use proper attributes to aid screen reader users (aria-required="true" / HTML required)
Reference: [WCAG 2.2; 1.3.1](#); [ARIA2](#)
- The Autocomplete attribute is properly applied to each user input field ([W3 list of valid values](#))
Reference: [WCAG 2.2; 1.3.5](#)
- Text instructions are provided at the beginning of a form or set of fields that describes the purpose, necessary input, and time limitations.
References: [WCAG 2.2; 3.3.2](#); [G184](#)
- Mandatory fields are visually marked with a "Required" label.

References: [WCAG 2.2; 3.3.2](#); [H90](#)

- Submission of the form will always display a Success/Thank You message and/or further steps.
Reference: [WCAG 2.2; 4.1.3](#)
- Form/Input errors are displayed using more than one technique (colour, size, position, form)
Reference: [WCAG 2.2; 3.3.1](#)
- Field errors are clear and unambiguous, providing clear instructions on how to fix them.
Reference: [WCAG 2.2; 3.3.1](#); [WCAG 2.2; 3.3.2](#); [WCAG 2.2; 3.3.3](#)
- Error messages must be programmatically related with their main elements.
Reference: [WCAG 2.2; 1.3.1](#); [WCAG 2.2; 3.3.1](#); [WCAG 2.2; 3.3.2](#); [WCAG 2.2; 3.3.3](#)
- The form elements must be consistent between pages or steps.
Reference: [WCAG 2.2; 3.2.4](#)
- The form status does not change state when inputting data. Actions should be triggered by submission and/or user confirmation.
Reference: [WCAG 2.2; 3.2.2](#)
- The Form elements must be scalable up to at least 200% zoom.
Reference: [WCAG 2.2; 1.4.4](#)
- **SBIC**: All web pages that require the user to engage in submission and deletion processes allow for one of the following required techniques (if applicable):
 - Submissions are reversible.
 - Data entered by the user is checked for input errors.
 - The user is provided an opportunity to correct any errors them.Reference: [WCAG 2.2; 3.3.4](#); [WCAG 2.2; 3.3.6](#)
- The Form does not timeout without warning the user at least 20 seconds ahead to extend the time limit with a simple action (for example, "press the space bar"), and the user is allowed to extend the time limit at least ten times (if applicable).
Reference: [WCAG 2.2; 2.2.1](#); [SCR1](#); [SCR16](#)
- **SBIC**: Context sensitive help is available consistently.
Reference: [WCAG 2.2; 3.3.5](#)

- Information previously entered by or provided to the user that must be entered again in the same process is either auto populated or available for the user to select without manually retyping the text content.
 - Except when re-entering the same information is essential, the information is required to ensure the security of the content, or previously entered information is no longer valid.
Reference: [WCAG 2.2; 3.3.7; G221](#)
- The name and role of all form elements can be determined programmatically.
Reference: [WCAG 2.2; 4.1.2; ARIA14color; ARIA16; G10; G108; G135](#)
- For all form elements where states, properties, and values can be set by the user they can also be programmatically set.
Reference: [WCAG 2.2; 4.1.2; ARIA14; ARIA16; G10; G108; G135](#)
- Notification of changes to states, properties, and values in form elements is available to all user agents, including assistive technologies.
Reference: [WCAG 2.2; 4.1.2; ARIA14; ARIA16; G10; G108; G135](#)
- In content implemented using markup languages, status messages advising on the success or results of an action, or state of an application such as messages confirming the successful submission of a form, application, or step in inputting information can be presented to the user by assistive technology and without receiving focus.
Reference: [WCAG 2.2; 4.1.3](#)

3.9 Screen Reader

This category ensures that all technical and content aspects of the digital solution can be accessed using screen reader technology.

- Headings and labels describing the topic or purpose must be noted using formatting tools that identify the content both visually and digitally.
Reference: [WCAG 2.2; 1.3.1](#), [WCAG 2.2; 2.4.6](#), [WCAG 2.2; 2.4.10](#)
- A mechanism is available that allows a user to bypass blocks of content that are repeated on multiple web pages.
Reference: [WCAG 2.2; 2.4.1](#)
- **SBIC:** Information about a user's location within a set of web pages is available.
Reference: [WCAG 2.2; 2.4.8](#)
- When working with technology that does not provide a way to programmatically determine some types of information and relationships, a text description of the information and relationships should be provided.
Reference: [WCAG 2.2; 1.3.1](#), [WCAG 2.2; 1.3.2](#), [WCAG 2.2; 1.3.4](#), [WCAG 2.2; 1.3.5](#)
- When content that has no text (or non-text content) is presented to a user such as a form field, clickable button, image, music or sounds, an audio recording, or a video, we must add a text description that serves the same purpose. Guidance for noted exceptions is explained below.
 - Interactive content without text – such as the playback button on an online video player – must include a text label for the button (in this case, “play”) so that screen reading software can perceive the button's purpose and convey that information to a user who is blind or visually impaired.
 - Tests or assessments without text, where providing a full-text alternative would compromise the integrity and purpose of the assessment, should at least provide a text description of the content.
 - Non-text content used to create a specific sensory experience – such as playing soft, instrumental music to create a calming effect – without performing a function or conveying information, should at least have a text description of the content.
 - When using a visual-only or audio-only CAPTCHA to ensure the user is a person and not a computer, a text alternative that describes and explains the purpose of the non-text content should be provided along with another form of CAPTCHA that allows different types of sensory perceptions.

Reference: [WCAG 2.2; 1.1.1](#); [WCAG 2.2; 1.5.3](#)

- The default human language of each web page can be programmatically determined.
Reference: [WCAG 2.2; 3.1.1](#)
- The human language of each passage or phrase in any piece of digital content (not just web pages) can be programmatically determined except for proper names, technical terms, words of indeterminate language, and words or phrases that have become part of the vernacular of the immediately surrounding text.
Reference: [WCAG 2.2; 3.1.2](#)
- Words are not mispronounced and there are no spelling errors.
Reference: [WCAG 2.2; 3.1.2](#)
- **SBIC:** A mechanism (process or technique) is available for identifying specific definitions of words or phrases used in an unusual or restricted way, including idioms and jargon. Examples of ways to meet this requirement are including the definition of the word and linking the word to its definition using a hyperlink.)
Reference: [WCAG 2.2; 3.1.3](#)
- **SBIC:** An abbreviations' expanded form or meaning is available through a mechanism such as a parenthetical explanation or link to its meaning.
Reference: [WCAG 2.2; 3.1.4](#)
- Users are warned when opening a new window (if applicable).
Reference: [WCAG 2.2; 3.2.1](#); [WCAG 2.2; 3.2.2](#)

3.10 Interactive Elements and User Input

The purpose of this category is to ensure that additional aspects of interaction such as advanced gestures, pointer usage, device motion, and audible content nuances can be accessed.

- iFrames or frames on the page have descriptive, informative, and unique titles.
Reference: [WCAG 2.2; 2.4.1](#)
- For functionality that can be operated using a single pointer, at least one of the following is true:
 - **No Down-Event:** The down-point (also known as the “touch start” or “mouse down”) of the pointer is not used to execute any part of the function.
 - **Abort or Undo:** Completion of the function is on the up-event and a mechanism is provided to abort or undo the function.
 - **Up Reversal:** The up-event reverses any outcome of the preceding down-event.
 - **Essential:** It is essential to complete the function on the down-event.Reference: [WCAG 2.2; 2.5.2; G210](#)
- When referring to web content, all functionality that uses a dragging movement for operation can be achieved by a single pointer and without dragging, unless dragging is essential or the functionality is determined by the user agent or assistive technology.
Reference: [WCAG 2.2; 2.5.7](#)
- When considering web content, all functionality that uses multipoint or path-based gestures can be operated with a single pointer without the use of a path-based gesture unless a multipoint or path-based gesture is essential.
Reference: [WCAG 2.2; 2.5.1](#)
- The functionality of a digital solution is not dependent on a user’s ability to move a device unless the motion operates a function through an accessibility supported interface or the motion is essential for the function.
Reference: [WCAG 2.2; 2.5.4](#)
- The size of the target for pointer inputs is at least 24 by 24 CSS pixels except where:
 - **Spacing: Targets less than 24 by 24 CSS pixels are positions so that if a 24 CSS pixel diameter circle is centred on the bounding box of each, the circles do not intersect another target or the circle for another undersized target.**

- **Equivalent:** An equivalent link or control that meets the minimum CSS pixel dimensions above is provided.
- **Inline:** The target is in a sentence, or its size is otherwise constrained by the line-height of non-target text.
- **User Agent Control:** The size of the target is determined by the user agent.
- **Essential:** A particular presentation of the target is essential or legally required to the information being conveyed.

Reference: [WCAG 2.2; 2.5.8](#)

- Web content does not restrict the use of input modalities except where the restriction is essential, required to ensure the security of content, or required to respect user settings.

Reference: [WCAG 2.2; 2.5.8](#)

- **SBIC:** A mechanism is available for identifying specific pronunciation of words where the meaning of the words cannot be determined based on context and would be otherwise ambiguous without knowing the pronunciation.

Reference: [WCAG 2.2; 3.1.6; G120; G121; G62; G163; H62](#)

4. Responsibilities

Team	Digital Executive Sponsor	Decision Maker	Advisory	Informed
Consumer Experience (CX)	Sylvia Park-Ekecs	Thao McKenna	Lea Giezek Elaine Hamann	Matt O'Donnell Jesse Alvarez
Procurement			Valerie CHARON-HUPE	
Legal			Morgan Lerondel	
Engineering			Jean Burellier Niek Luttikhuizen	
Architecture			Seth Levenson	
Corporate Communications			Anastasia Zorina	Lyly Fong
Digital - CIO		Amelie Gonnord	Elodie Saucier Stéphanie Lacroix	Cyril Zaidan Jaclyn CHUN
Diversity, Culture & Experience	Raj Verma Brendan O'Callahan	Iulia B.	Hermann Trepesch Ability+ ERG Leads (Fleur Chandler, Patrick Pavlick)	
Digital Commerce			John Shields Anna Majewska	
CDO	Emmanuel Frenehard			

5. Tooling

Recommended tooling for auditing and reporting are under assessment and will be published in next version of this document.

6. References

[WCAG 2.2] Web Content Accessibility Guidelines 2.2, W3C World Wide Web Consortium Recommendation 1.0 – 6.0 October 2023, Level A & Level AA Success Criteria. (<https://www.w3.org/TR/WCAG22/>)

7. Definitions

Accessibility supported: Supported by users' assistive technologies as well as the accessibility features in browsers and other user agents. (WCAG 2.5.4; 5 – Conformance; 5.2.4; 5.2.5; 5.5)

Alternative for time-based media: A document including correctly sequenced text descriptions of time-based visual and auditory information and providing a means for achieving the outcomes of any time-based interaction. (WCAG 1.2.1; 1.2.3; 1.2.8; 1.2.9)

Ambiguous to users in general: This occurs when the purpose cannot be determined from the link and all information of the web page presented to the user simultaneously with the link (i.e., readers without disabilities would not know what a link would do until they activated it). (WCAG 2.4.4; 2.4.9)

ASCII art: A picture created by a spatial arrangement of characters or glyphs (typically from the 95 printable characters defined by ASCII). (WCAG Glossary)

Assistive technology (as used in this document): hardware and/or software that acts as a user agent, or along with a mainstream user agent, to provide functionality to meet the requirements of users with disabilities that go beyond those offered by mainstream user agents. (WCAG 1.1.1; 1.4.4; 4.1.2; 4.1.3)

Audio description: Narration added to the soundtrack to describe important visual details that cannot be understood from the main soundtrack alone. (WCAG 1.2.3; 1.2.5; 1.2.7)

Audio-only: A time-based presentation that contains only audio (no video and no interaction). (WCAG 1.2.1; 1.2.9; 1.4.7)

Blinking: Switching back and forth between two visual states in a way that is meant to draw attention. (WCAG 2.2.2)

Blocks of text: More than one sentence of text. (WCAG 1.4.8)

CAPTCHA: Initialism for "Completely Automated Public Turing test to tell Computers and Humans Apart". (WCAG 1.1.1; 1.4.7)

Captions: Synchronized visual and/or text alternative for both speech and non-speech audio information needed to understand the media content. (WCAG 1.2.2; 1.2.4; 1.4.4)

Changes of context: Major changes that, if made without user awareness, can disorient users who are not able to view the entire page simultaneously. Changes of context include changes of: user agent, viewpoint, focus, and

content that changes the meaning of the web page. (WCAG 3.2.1; 3.2.2; 3.2.5)

Cognitive function test: A task that requires the user to remember, manipulate, or transcribe information. Examples include, but are not limited to:

- Memorization, such as remembering a username, password, set of characters, images, or patterns. The common identifiers name, e-mail, and phone number are not considered cognitive function tests as they are personal to the user and consistent across websites.
- Transcription, such as typing in characters.
- Use of correct spelling.
- Performance of calculations.
- Solving of puzzles.

(WCAG 3.3.8; 3.3.9)

Conformance: Satisfying all the requirements of a given standard, guideline, or specification. (WCAG 5 – Conformance; 5.2.2)

Conforming alternate version: A version that:

1. Conforms at the designated level.
2. Provides all the same information and functionality in the same human language.
3. Is as up to date as the non-conforming content.
4. For which at least one of the following is true:
 - a. the conforming version can be reached from the non-conforming page via an accessibility-supported mechanism, or
 - b. the non-conforming version can only be reached from the conforming version, or
 - c. the non-conforming version can only be reached from a conforming page that also provides a mechanism to reach the conforming version.

(WCAG 5.2.1)

Content (Web content): information and sensory experience to be communicated to the user by means of a user agent, including code or markup that defines the content's structure, presentation, and interactions. (WCAG 2.4.13)

Context-sensitive help: Help text that provides information related to the function currently being performed. Clear labels can act as context-sensitive help. (WCAG 3.3.5)

Contrast ratio: $(L1 + 0.05) / (L2 + 0.05)$, where

- L1 is the relative luminance of the lighter of the colors, and

- L2 is the relative luminance of the darker of the colors. (WCAG 1.4.3; 1.4.6; 1.4.11)

Correct reading sequence or order: Any sequence where words and paragraphs are presented in an order that does not change the meaning of the content. (WCAG 1.3.2)

CSS Pixels: The canonical unit of measure for all lengths and measurements in CSS ([WCAG definitions CSS Pixel](#)) (WCAG 1.4.10; 2.4.13; 2.5.5; 2.5.8)

Down-event: The platform event that occurs when the trigger stimulus of a pointer is depressed. The down-event may have different names on different platforms, such as “touch start” or “mouse down”. (WCAG 2.5.2)

Dragging movement: An operation where the pointer engages with an element on the down-event and the element (or a representation of its position) follows the pointer until an up-event. (WCAG 2.5.7)

Emergency: A sudden, unexpected situation or occurrence that requires immediate action to preserve health, safety, or property. (WCAG 2.2.4)

Essential: If removed, would fundamentally change the information or functionality of the content, and information and functionality cannot be achieved in another way that would conform. (WCAG 1.3.4; 1.4.5; 1.4.9; 1.4.11; 2.2.1; 2.2.2; 2.2.3; 2.3.3; 2.5.1; 2.5.2; 2.5.4; 2.5.6; 2.5.7; 2.5.8; 3.3.7)

Extended audio description: An audio description that is added to an audiovisual presentation by pausing the video so that there is time to add additional description. (WCAG 1.2.7)

Flash: A pair of opposing changes in relative luminance that can cause seizures in some people if it is large enough and in the right frequency range. (WCAG 2.3.1; 2.3.2)

Focus indicator: Pixels that are changed to visually indicate when a user interface component is in a focused state. (WCAG 2.4.13)

Functionality: processes and outcomes achievable through user action. (WCAG 2.1.1; 2.1.3; 2.5.1; 2.5.2; 2.5.4; 2.5.7)

General flash and red flash thresholds: A flash or rapidly changing image sequence is below the threshold (i.e., content passes) if any of the following are true:

1. There are no more than three **general flashes** and / or no more than three **red flashes** within any one-second period; or

2. The combined area of flashes occurring concurrently occupies no more than a total of .006 steradians within any 10-degree visual field on the screen (25% of any 10-degree visual field on the screen) at typical viewing distance

where:

- A **general flash** is defined as a pair of opposing changes in relative luminance of 10% or more of the maximum relative luminance (1.0) where the relative luminance of the darker image is below 0.80; and where "a pair of opposing changes" is an increase followed by a decrease, or a decrease followed by an increase, and
- A **red flash** is defined as any pair of opposing transitions involving a saturated red

Exception: Flashing that is a fine, balanced, pattern such as white noise or an alternating checkerboard pattern with "squares" smaller than 0.1 degree (of visual field at typical viewing distance) on a side does not violate the thresholds. (WCAG 2.3.1)

Human language: Language that is spoken, written, or signed (through visual or tactile means) to communicate with humans. (WCAG 3.1.1; 3.1.2)

Idiom: A phrase whose meaning cannot be deduced from the meaning of the individual words and the specific words cannot be changed without losing the meaning. (WCAG 3.1.3)

Images of text: Text that has been rendered in a non-text form (e.g., an image) in order to achieve a particular visual effect. (e.g., a person's name on a nametag in a photograph.) (WCAG 1.4.3; 1.4.4; 1.4.5; 1.4.6; 1.4.9; 2.5.3)

Information that starts automatically: Moving, blinking, scrolling, audio, or video content that begins without a being directed by the user. (WCAG 1.4.2; 2.2.3; 3.1.5; 3.2.5)

Informative: For information purposes and *not required for conformance*. (WCAG 5.1)

Input error: Information provided by the user that is not accepted. (WCAG 1.4.13; 3.3.1; 3.3.3)

Interactive Content: Digital content that requires active engagement by the user to enter information or perform a task to receive a calculated result including but not limited to, tests, selecting an item or button, moving an object from one place to another, starting or stopping a process, or the playing of audio or media content. (WCAG 1.1.1; 1.5.3; 2.2.2)

Jargon: Words used in a particular way by people in a particular field. (WCAG 3.1.3)

Keyboard interface: Interface used by software to obtain keystroke input. (WCAG 2.1.1; 2.1.2; 2.1.3)

Keyboard shortcut: Alternative means of triggering an action by the pressing of one or more keys. (WCAG 2.1.4)

Label: Text or other component with a text alternative that is presented to a user to identify a component within web content. (WCAG 2.4.6; 2.5.3; 3.3.2)

Large scale (text): Text with at least 18 point or 14 point bold or font size that would yield equivalent size for Chinese, Japanese, and Korean (CJK) fonts. (1.4.3; 1.4.6)

Legal commitments: Transactions where the person incurs a legally binding obligation or benefit. (3.3.4)

Link purpose: Nature of the result obtained by activating a hyperlink. (WCAG 2.4.4)

Live: Information captured from a real-world event and transmitted to the receiver with no more than a broadcast delay. (WCAG 1.2.4; 1.2.9)

Lower secondary education level: The two or three year period of education that begins after completion of six years of school and ends nine years after the beginning of primary education. (WCAG 3.1.5)

Mechanism: A process or technique for achieving a result. (WCAG 1.4.2; 1.4.8; 1.4.13; 2.1.4; 2.4.1; 2.4.9; 2.5.2; 3.1.3; 3.1.4; 3.1.6; 3.2.5; 3.2.6; 3.3.8; 3.3.9)

Media alternative for text: Media that presents no more information than is already presented in text (directly or via text alternatives). (WCAG 1.2.1; 1.2.2; 1.2.3)

Motion animation: The addition of steps between conditions to create the illusion of movement or to give a sense of a smooth transition. (For example, an element which moves into place or changes size while appearing is considered to be animated. An element which appears instantly without transitioning is not using animation. Motion animation does not include changes of color, blurring, or opacity which do not change the perceived size, shape, or position of the element.) (WCAG 2.3.3)

Minimum bounding box: The smallest enclosing rectangle aligned to the horizontal axis within which all the points of a shape lie. For components which wrap onto multiple lines as part of a sentence or block of text (such as hypertext links), the bounding box is based on how the component would appear on a single line. (WCAG 2.5.8)

Name: Text by which software can identify a component within web content to the user. (WCAG 1.1.1; 2.5.3; 4.1.2)

Navigated sequentially: Navigated in the order defined for advancing focus (from one element to the next) using a keyboard interface. (WCAG 2.4.3)

Non-text content: Any content that is not a sequence of characters that can be programmatically determined or where the sequence is not expressing something in human language. (WCAG 1.1.1; 3.3.8)

Normative: Required for conformance. (WCAG 5.1)

On a full-screen window: On the most common sized desktop/laptop display with the viewport maximized. (WCAG 1.4.8)

Paused: Stopped by user request and not resumed until requested by user. (WCAG 2.2.2)

Perimeter: Continuous line forming the boundary of a shape not including shared pixels, or the minimum bounding box, whichever is shortest. (WCAG 2.4.13)

Pointer input: Input from a device that can target a specific coordinate (or set of coordinates) on a screen, such as a mouse, pen, or touch contact. (WCAG 2.5.5; 2.5.8)

Prerecorded: Information that is not live. (WCAG 1.2.1; 1.2.2; 1.2.3; 1.2.5; 1.2.6; 1.2.7, 1.2.8; 1.4.7)

Presentation: Rendering of the content in a form to be perceived by users. (WCAG 1.3.1; 1.4.11; 2.4.13; 2.5.8)

Primary education level: Six-year time period that begins between the ages of five and seven, possibly without any previous education. (WCAG Glossary)

Process: A series of user actions where each action is required in order to complete an activity. (WCAG 2.4.5; 3.3.7; 3.3.8; 3.3.9; 5.2.3)

Programmatically determined (programmatically determinable): Determined by software from author-supplied data provided in a way that different user agents, including assistive technologies, can extract and present this information to users in different modalities. (WCAG 1.3.1; 1.3.2; 1.3.5; 1.3.6; 3.1.1; 3.1.2; 4.1.2; 4.1.3)

Programmatically determined link context: Additional information that can be programmatically determined from relationships with a link, combined with the link text, and presented to users in different modalities. (WCAG 2.4.4)

Programmatically set: Set by software using methods that are supported by user agents, including assistive technologies. (WCAG 4.1.2)

Pure decoration: Serving only an aesthetic purpose, providing no information, and having no functionality (e.g., the cover page of a dictionary has random words in very light text in the background). (WCAG 1.1.1; 1.4.3; 1.4.6; 1.4.9)

Real-time event: An event that a) occurs at the same time as the viewing and b) is not completely generated by the content. (WCAG 2.2.3)

Region: Perceivable, programmatically determined section of content. (WCAG 1.3.6)

Relationships: Meaningful associations between distinct pieces of content. (WCAG 1.3.1)

Relative luminance: The relative brightness of any point in a color space, normalized to 0 for darkest black and 1 for lightest white. (WCAG Glossary)

Relied upon (technologies that are): The content would not conform if that technology is turned off or is not supported. (WCAG 5; 5.2.4; 5.2.5; 5.3.1; 5.3.2)

Role: Text or number by which software can identify the function of a component within web content (e.g., a number that indicates whether an image functions as a hyperlink, command button, or checkbox.). (WCAG 4.1.2; 4.1.3)

Same functionality: Same result when used. (WCAG 3.2.4)

Same relative order: Same position relative to other items. (WCAG 3.2.3)

Sanofi Best in Class (SBIC): Requirements that align with the WCAG 2.2 Level AAA guidelines, considered above and beyond global standards and reflective of Sanofi's Best in Class approach to inclusion and digital accessibility.

Satisfies a success criterion: The success criterion does not evaluate to 'false' when applied to the page. (WCAG 5.2.1)

Section: A self-contained portion of written content that deals with one or more related topics or thoughts. Note – A section may consist of one or more paragraphs and include graphics, tables, lists and sub-sections. (WCAG 2.4.10)

Set of web pages: Collection of web pages that share a common purpose and that are created by the same author, group, or organization. (WCAG 2.4.5; 2.4.8; 3.2.3; 3.2.4; 3.2.6)

Sign language: A language using combinations of movements of the hands and arms, facial expressions, or body positions to convey meaning. (WCAG Glossary)

Sign language interpretation: Translation of one language, generally a spoken language, into a sign language. (WCAG 1.2.6)

Single pointer: Pointer input that operates with one point of contact with the screen, including single taps and clicks, double-taps and clicks, long presses, and path-based gestures. (WCAG 2.5.1; 2.5.2; 2.5.7)

Specific sensory experience: A sensory experience that is not purely decorative and does not primarily convey important information or perform a function (e.g., a performance of a flute solo, works of visual art, etc.). (WCAG 1.1.1)

State: Dynamic property expressing characteristics of a user interface component that may change in response to user action or automated processes. States do not affect the nature of the component, but represent data associated with the component or user interaction possibilities. Examples include focus, hover, select, press, check, visited/unvisited, and expand/collapse. (WCAG 1.4.11)

Status message: Change in content that is not a change of context, and that provides information to the user on the success or results of an action, on the waiting state of an application, on the progress of a process, or on the existence of errors. (WCAG 4.1.3)

Structure: 1) The way the parts of a web page are organized in relation to each other; and 2) the way a collection of web pages is organized. (WCAG 1.3.1)

Style property: Property whose value determines the presentation (e.g., font, color, size, location, padding, volume, synthesized speech prosody) of content elements as they are rendered (e.g., onscreen, via loudspeaker, via braille display) by user agents.

Style properties can have several origins:

- User agent default styles: The default style property values applied in the absence of any author or user styles. Some web content technologies specify a default rendering, others do not;
- Author styles: Style property values that are set by the author as part of the content (e.g. in-line styles, author style sheets);

- User styles: Style property values that are set by the user (e.g., via user agent interface settings, user style sheets).

Supplemental content: Additional content that illustrates or clarifies the primary content. (e.g., an audio version of a web page, an illustration of a complex process, a paragraph summarizing the major outcomes and recommendations made in a research study.) (WCAG 3.1.5)

Synchronized media: Audio or video synchronized with another format for presenting information and/or with time-based interactive components, unless the media is a media alternative for text that is clearly labelled as such. (WCAG 1.2.2; 1.2.3; 1.2.4; 1.2.5; 1.2.6; 1.2.7; 1.2.8; 2.2.3)

Target: Region of the display that will accept a pointer action, such as the interactive area of a user interface component. (WCAG 2.5.5; 2.5.8)

Technology (Web content): A mechanism for encoding instructions to be rendered, played or executed by user agents. (WCAG 2.4.13; 5.2.4; 5.2.5; 5.3.1)

Text: A sequence of characters that can be programmatically determined, where the sequence is expressing something in human language. (WCAG 1.1.1; 1.4.3; 1.4.4; 1.4.5; 1.4.6; 1.4.9; 1.4.12; 2.5.3)

Text alternative: Text that is programmatically associated with non-text content or referred to from text that is programmatically associated with non-text content. Programmatically associated text is text whose location can be programmatically determined from the non-text content. (WCAG 1.1.1)

Up-event: Platform event that occurs when the trigger stimulus of a pointer is released. The up-event may have different names on different platforms, such as "touchend" or "mouseup". (WCAG 2.5.2)

Used in an unusual or restricted way: Words used in such a way that requires users to know exactly which definition to apply in order to understand the content correctly. (WCAG 3.1.3)

User agent: Any software that retrieves and presents web content for users. (WCAG 2.4.13; 2.5.7; 2.5.8; 4.1.2)

User-controllable: Data that is intended to be accessed by users (e.g., name and address fields for a user's account). (WCAG 3.3.4)

User interface component: A part of the content that is perceived by users as a single control for a distinct function. (WCAG 1.3.6; 1.4.3; 1.4.6; 1.4.11; 2.1.4; 2.4.10; 2.4.11; 2.4.12; 2.5.3; 2.5.4; 3.2.1; 3.2.2; 4.1.2)

User inactivity: Any continuous period of time where no user actions occur. The method of tracking will be determined by the website or application. (WCAG 2.2.6)

Video: The technology of moving or sequenced pictures or images. (WCAG 1.2.3; 1.2.5; 1.2.7)

Video-only: A time-based presentation that contains only video (no audio and no interaction). (WCAG 1.2.1; 1.2.8)

Visually customized: The font, size, color, and background can be set. (WCAG 1.4.5)

Web page: A non-embedded resource obtained from a single URI using HTTP plus any other resources that are used in the rendering or intended to be rendered together with it by a user agent. (WCAG 2.3.1; 2.3.2; 2.4.1; 2.4.2; 2.4.3; 2.4.5; 3.1.1; 3.2.3; 3.2.6; 3.3.4; 3.3.6; 5.2.1; 5.2.2; 5.2.3; 5.2.5; 5.3)

8. Appendices

8.1 Country-Specific Digital Accessibility Laws and Policies

The following table provides an alphabetical list of countries and regions with their associated digital accessibility law or policy, its scope, and what version of WCAG (if any) it is based on. As noted in this standard, all Sanofi regions must ensure the accessibility of their digital solutions align with any law or policy requirements not already covered in this standard. ([W3C Web Accessibility Laws and Policies](#))

Country/Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
Åland	Landskapslag (2019: 7) om tillgängliga webbplatser och mobila applikationer inom förvaltningen	2019	Accessibility law		Yes	None
Argentina	Ley N° 26.653 de "Accesibilidad Web"	2010-11-26	Non-discrimination law		Yes	WCAG 2.0
Argentina	Accesibilidad de la Información en las Páginas Web	2010	Procurement law		Yes	WCAG 2.0
Australia	Disability Discrimination Act 1992 (DDA)	1992	Non-discrimination law	Public sector, Private sector	No	WCAG 2.0
Australia	Procurement Standard Guidance	2016	Procurement recommendation	Government	No	WCAG 2.0
Austria (Österreich)	Federal law on barrier-free access to federal websites and mobile applications	2019	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Austria (Österreich)	Federal law on barrier-free access to federal websites and mobile applications	2017	Non-discrimination law	Government	No	None
Belgium (België, Belgique, Belgien)	Law regarding the accessibility of websites and mobile applications for public bodies	2018	Accessibility law	Public sector	Yes	WCAG 2.1
Brazil	Brazilian Law of inclusion for the Persons with Disabilities	2015	Mandatory policy		No	none
Brazil	eMAG - e-government accessibility model	2014	Non-discrimination law, Mandatory policy		No	WCAG 2.0 derivate
Canada	The Accessible Canada Act (The Act to Ensure a Barrier Free Canada)	2019	law, Non-discrimination law,	Government and all	Yes	WCAG 2.0 AA

Country/ Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
			Procurement law,	federally regulated agencies		
China (中国)	Law on the Protection of Persons with Disabilities 1990, as amended	2008	Accessibility law	Public sector, Private sector	No	None
China (中国)	Voluntary Web Accessibility Standard	2008	Recommendation	Government	Yes	WCAG 2.0 derivative
Colombia	Web accessibility guidelines	2020	Accessibility law		Yes	WCAG 2.1
Croatia (Hrvatska)	Law on accessibility of websites and software solutions for mobile devices of public sector bodies	2019	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Cyprus (Κυπριακή Δημοκρατία, Kıbrıs Cumhuriyeti)	The Accessibility of Public Sector Organizations Websites and Mobile Applications Act 2019.	2019	Accessibility law	Government, Public sector	Yes	WCAG 2.0
Czech Republic (Česká republika)	Act No. 99/2019 Coll., on the accessibility of websites and mobile applications and on the amendment of Act No. 365/2000 Coll., on public administration information systems and on the amendment of certain other laws	2019	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Denmark (Danmark)	Agreement on the use of open standards for software in the public sector	2007	Mandatory policy	Public sector	Yes	WCAG 2.0
Denmark (Danmark)	Web Accessibility Act	2018	Accessibility law	Government, Public sector	No	Other
Denmark (Danmark)	Executive Order no. 904 for the declaration of accessibility	2018	Mandatory policy	Government, Public sector	Yes	WCAG 2.1
Estonia (Eesti Vabariik)	Veebilehe ja mobiilirakenduse ligipääsetavuse nõuded ning ligipääsetavust kirjeldava teabe avaldamise kord	2019	Accessibility law	Government, Public sector	Yes	WCAG 2.0 derivate

Country/Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
Estonia (Eesti Vabariik)	Public Information Act	2001	Mandatory policy	Government, Public sector	No	WCAG 2.0 derivate
European Union	Web and Mobile Accessibility Directive (2016/2102)	2016	Accessibility law	Public sector	No	WCAG 2.0
European Union	European Accessibility Act	2019-06-27	Law	Public sector, Private sector	No	WCAG 2.0 derivative
Finland (Suomi)	Act on Electronic Services and Communication in the Public Sector	2003	Accessibility law	Government	No	None
Finland (Suomi)	Digital Services Act	2019	Accessibility law		Yes	WCAG 2.1
France (La France)	Law N° 2005-102 Article 47	2005	Accessibility law	Public sector	No	None
France (La France)	Order of 29 April 2015 on the general accessibility framework for public administrations	2015	Accessibility law	Public sector	Yes	WCAG 2.0 derivative
France (La France)	Law N° 2016-1321 Article 106	2016	Digital Governance law	Public sector, Private sector	No	None
France (La France)	Decree No 2019-768	2019	Accessibility law	Public sector, Government	Yes	WCAG 2 derivative
Germany (Deutschland)	Act on Equal Opportunities for Disabled Persons of 2002	2002	Non-discrimination law	Public sector, Private sector	No	None
Germany (Deutschland)	Federal Ordinance on Barrier-Free Information Technology	2011	Accessibility policy	Government	Yes	WCAG 2.0 derivative
Greece (Ελλάδα)	Digital Governance (Incorporation into Greek Legislation of Directive (EU) 2016/2102	2020	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Hong Kong Special Administrative Region of the People's Republic of China	Guidelines on Dissemination of Information through Government Websites	1999	Mandatory policy	Government	No	WCAG 2.0
Hungary (Magyarország)	Act on the accessibility of websites and mobile applications of public sector organizations	2018	Accessibility law	Public sector	No	None

Country/ Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
India	Rights of Persons with Disabilities Act, 2016 (RPD)	2016	Non-discrimination law	Public sector, Private sector	No	None
India	Guidelines for Indian Government Websites	2009	Mandatory policy	Government	No	WCAG 2.0
Ireland (Éireann)	The Disability Act, 2005	2005	Accessibility law	Public sector	No	None
Ireland (Éireann)	Equal Status Acts 2000 to 2004	2004	Non-discrimination law	Public sector, Private sector	No	WCAG 2.0
Ireland (Éireann)	Employment Equality Acts 1998 and 2004	2004	Non-discrimination law	Public sector, Private sector	No	None
Ireland (Éireann)	S.I. No. 358/2020 European Union (Accessibility of Websites and Mobile Applications of Public Sector Bodies) Regulations 2020	2020	Accessibility law	Public sector	No	WCAG 2.1
Israel (יִשְׂרָאֵל)	Equal Rights of Persons with Disabilities Act, as amended	1998	Non-discrimination law	Public sector, Private sector	No	WCAG 2.0
Italy (Italia)	Law 9 January 2004, n. 4 "Provisions to support the access of disabled people to IT tools" (Stanca Law)	2004	Accessibility law	Public sector, Government	No	WCAG 2.0
Italy (Italia)	Law 10 August 2018, n. 106 "Reform of the implementation of Directive (EU) 2016/2102 on the accessibility of websites and mobile applications of public bodies"	2004	Accessibility law	Public sector, Government	No	WCAG 2 derivative
Japan (日本)	Everyone's Public Website Operational Guidelines (2016)	2016-04-20	Procurement recommendation	Public sector	Yes	WCAG 2.0 derivative
Latvia (Latvija)	Procedure in which institutions post information on the Internet	2020	Accessibility law	Government, Public sector	Yes	WCAG 2.0 derivate
Lithuania (Lietuva)	Law of the Republic of Lithuania on the right to receive information from state and municipal institutions and bodies no. VIII-1524 (Summary version)	2000	Accessibility law	Government, Public sector	Yes	WCAG 2.0 derivate

Country/Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
Lithuania (Lietuva)	Law of the Republic of Lithuania on the right to receive information from state and municipal institutions and bodies no. VIII-1524 Amendment of Articles 1, 2, 3, 5, 6, 7, 12, 22 and Appendix Law No. XIII-1590	2018	Accessibility law	Government, Public sector	Yes	WCAG 2.0 derivate
Lithuania (Lietuva)	Due to the Government of the Republic of Lithuania in 2003 April 18 resolution no. 480 of the amendment "On the approval of the description of the general requirements for the websites of state and municipal institutions and bodies"	2018	Accessibility law	Government, Public sector	Yes	WCAG 2.0 derivate
Luxembourg (Luxembourg, Lëtzebuerg)	Loi du 28 mai 2019 relative à l'accessibilité des sites internet et des applications mobiles des organismes du secteur public.	2019	Accessibility law	Public sector	Yes	WCAG 2.0 derivate
Malta (Repubblika ta' Malta)	Accessibility of the Websites and Mobile Applications of Public Sector Bodies Regulations	2019	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Netherlands (Nederland)	Procurement Law 2012	2016	Procurement law	Government	No	WCAG 2.0
Netherlands (Nederland)	Policy in the Netherlands	2016	Mandatory policy	Government, Public sector	Yes	WCAG 2.0
Netherlands (Nederland)	Article 429q of the Penal Code	2016	Non-discrimination law	Government, Public sector, Private sector	No	None
Netherlands (Nederland)	Equal Treatment Act Based on Disability or Chronic Illness	2003, altered in 2016	Non-discrimination law	Government, Public sector, Private sector	No	None
Netherlands (Nederland)	Temporary decree on digital accessibility of the government	2018	Accessibility law	Government, Public sector	No	WCAG 2.1

Country/Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
New Zealand	Human Rights Act 1993, including amendments	1993	Non-discrimination law	Public sector, Private sector	No	None
New Zealand	Online Practice Guidelines	2013	Mandatory policy	Government	Yes	WCAG 2.0
Norway (Norge, Noreg)	Regulations on universal design of ICT	2013	Non-discrimination law	Public sector, Private sector	No	WCAG 2.0 derivative
Norway (Norge, Noreg)	WAD addition to regulations on universal design of information and communication technology (ICT) solutions	2022	Non-discrimination law	Government, Public sector, Private sector	No	WCAG 2 derivative
Poland (Rzeczpospolita Polska)	Act of 4 April 2019 on the digital accessibility of websites and mobile applications of public entities	2019	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Portugal	Decreto-Lei n.º 83/2018 de 19 de outubro - Define os requisitos de acessibilidade dos sítios web e das aplicações móveis de organismos públicos, transpondo a Diretiva (UE) 2016/2102	2018	Accessibility law		Yes	None
Republic of Korea (대한민국)	Act on Welfare of Persons with Disabilities	2008	Non-discrimination law	Public sector, Private sector	No	WCAG 2.0 derivative
Romania (România)	Emergency ordinance no. 112/2018 regarding the accessibility of websites and mobile applications of public sector bodies	2018	Accessibility law	Government, Public sector	No	WCAG 2.0 derivate
Russia (Россия)	ГОСТ Р 52872-2012 Интернет-ресурсы. Требования доступности для инвалидов по зрению	2014	Voluntary standard		Yes	WCAG 2.0 derivate
Slovenia (Slovenija)	Accessibility of Websites and Mobile Applications Act	2018	Accessibility law	Public sector	No	WCAG 2.1
Spain (España)	Royal Decree 1112/2018, of September 7, on accessibility of websites and applications for mobile devices in the public sector.	2008	Accessibility policy law, Non-discrimination law, Accessibility law,	Public sector	No	None

Country/ Region	Name of Law/Policy with Hyperlink	Date Enacted	Type	Scope	Web Only	Based on WCAG Version
			Accessibility policy			
Spain (España)	Guidance on software accessibility	2009	Accessibility policy law, Non- discrimination law, Accessibility law, Accessibility policy	Public sector, Private sector	No	None
Spain (España)	Web content accessibility requirements.	2012	Accessibility policy	Public sector, Private sector	Yes	WCAG 2.0 derivative
Sweden (Sverige)	Discrimination Act (2008:567)	2008	Non- discrimination law	Public sector, Private sector	No	None
Sweden (Sverige)	Act (2018:1937) on accessibility to digital public services	2019	Accessibility law	Government, Public sector	No	None
Switzerland (Suisse, Schweiz, Svizzera)	Federal Law on the Elimination of Inequalities for Persons with Disabilities, as amended	2002	Non- discrimination law	Public sector, Private sector	No	WCAG 2.0
Taiwan (中華民國)	Web Accessibility Guidelines (110.07)	2021	Mandatory policy	Public sector	Yes	WCAG 2.1 derivative
United Kingdom	Equality Act 2010	2010	Non- discrimination law	Public sector, Private sector	No	WCAG 2.0
United States	Section 508 of the US Rehabilitation Act of 1973, as amended	1998	Procurement law, Accessibility law	Government	No	WCAG 2.0
United States	Americans with Disabilities Act of 1990 (ADA), as amended	2009	Non- discrimination law	Public sector, Private sector	No	None
United States	Section 255 of the Telecommunications Act of 1996	1996	Accessibility law	Public sector, Private sector	No	None
United States	Air Carrier Access Act of 1986	2013	Non- discrimination law	Private sector	No	WCAG 2.0
United States	21st Century Communications and Video Accessibility Act of 2010 (CVAA)	2010	Accessibility law	Private sector	No	None

9. Document History

Version Number	Version Application Date	Description of change
1.0	May 13, 2024	This new Global Standard, performed according to the new format, is the version 1.0

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