

05. Accessibility & Support to People with Disabilities

► AT A GLANCE

Publicis Groupe's "*Viva la Difference*" motto reflects a longstanding commitment to respecting differences at the heart of our internal culture. As an employer, we are dedicated to ensuring that employees with disabilities are treated fairly and have access to appropriate workplace arrangements and tools.

FOR WHOM?

All employees, without exception.

WHAT?

Publicis Groupe is committed to accelerating the inclusion of people with disabilities, by addressing both visible and non-visible disabilities (permanent or temporary), mental health, chronic illness, neurodiversity, and sensory impairments, based on legal and local criteria.

HOW?

Country regulations and policies address many aspects of the support provided to people with disabilities. This policy is a foundational element of the Groupe Accessibility Multi-Year Plan. The objective is to foster a more disabled-friendly workplace.

1. Fundamental principles

- a. **Zero Tolerance** - The Groupe takes a Zero Tolerance approach to any form of harassment, discrimination or workplace violence.
- b. **Foster "Equal Opportunities for All"** - People with disabilities must be treated fairly and supported, across their entire career path, from the recruiting stage, to learning and development, to professional evolution.
- c. **Culture and awareness** - Agencies must promote awareness, understanding and inclusiveness, to eliminate bias and barriers and to create a more disabled-friendly working environment. Everyone can support our efforts to break down stereotypes and dispel misconceptions. Training modules regarding disability in the workplace are available to all employees on Marcel.ai, covering many situations and potential solutions.

2. Reasonable Accommodations

- a. **Physical space & access** - Offices and office-related activities must be accessible, including emergency and security procedures.
- b. **Workplace arrangements** - Medical information is private and must be protected. However, employees with disabilities are invited to share their situation and needs with their local HR and Talent Teams, in order to seek and explore appropriate support, adapted measures, and reasonable accommodation.
- c. **Agency local policies** - Employee requests for accommodation or adjustments are submitted and evaluated in accordance with applicable local laws, policies and procedures, and best practices.
- d. **Flexible Work Arrangements** - Based on formal requirements and where appropriate under medical advice, work organization may be adjusted to accommodate individual circumstances.

3. Publicis Groupe initiatives for employees

- a. **Working with Cancer** - Launched in 2023, Publicis Groupe has taken the following four commitments to support employees, through:
 - 1) safeguarding the wages of employees diagnosed with the illness for up to one year;
 - 2) offering those employees individualized support to help them manage professional and personal challenges and facilitate their return;
 - 3) creating an internal community of people directly or indirectly affected by illness, trained to provide support; and
 - 4) for caregiver employees, access to personalized support to help them through this difficult time.

These elements are applicable in all countries, based on the employee's individual situation and in line with local laws and policies.

- b. Enable** is the internal affinity group, organized locally in the agencies, and gathering employees interested in accessibility at large, to reinforce the inclusiveness of the workplace.

4. Digital Accessibility@Work

- a.** The digital working environment should be accessible (or e-accessible) to all users. This includes the platforms, software, technologies, applications, and content used in daily tasks and projects.
- b. Accessibility Experts** - Are seated in Re:Sources IT Teams or in certain agencies, such as Publicis Sapient (the Accessibility Center of Excellence) and Razorfish. They are available to evaluate and improve accessibility, including implementing specific or technical requirements, or to recommend potential solutions.

5. Accessibility for products and services

5.1 “Accessibility by Design” principle is a foundational step for new projects, based on minimum technical standards, and available options.

5.2 Publicis Groupe support the WCAG 2.2 (Web Content Accessibility Initiative Guidelines 2.2), ensuring web and digital content is

accessible to people with disabilities using assistive technology devices.

5.3 Accessibility in products and services for Clients - Clients may have specific accessibility requirements. The Accessibility Center of Excellence role can provide support for client teams in their projects, from the design to the development phases, and to provide testing feedback.

5.4 Accessibility audits - Some Publicis Accessibility Experts can conduct accessibility audits. Publicis is also working with local and independent third parties, who can audit the accessibility of solutions designed and developed by agencies' teams for clients.

5.5 With vendors and suppliers - Accessibility is part of the CSR for Business Guidelines, defining the Responsible Procurement rules with which all vendors must be aligned (art.3). Web Accessibility compliance is also one of the 6 pillars of the Enhanced ESG Program in place with important suppliers.

WHO?

All Managers, HR, CTOs and Impact & Social Equity leaders reporting to agency CEOs.

Policy available to the public on the Groupe website.