ipedis

Accessibility Statement
Oleon Careers

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Accessibility

Oleon is committed to ensuring digital accessibility for people with disabilities.

We are continually improving the user experience for everyone, and applying the relevant accessibility standards. To assist us in this process, we have hired Ipedis to perform a complete accessibility audit of our website, including both automated and manual testing.

COMPLIANCE STATUS

The Web Content Accessibility Guidelines (WCAG) defines requirements for designers and developers to improve accessibility for people with disabilities. It defines three levels of conformance: Level A, Level AA, and Level AAA.

The Oleon Careers website is partially compliant with WCAG 2.2 level AA. Partially compliant means that some parts of the content do not fully conform to the accessibility standard.

TECHNICAL SPECIFICATIONS

Technologies used for the creation of the website:

- HTML5
- CSS
- JavaScript

The tests of the web pages were performed with the following combinations of user agents and screen readers:

- Google Chrome
- NVDA 2024.4

The following tools were used in the evaluation:

- Web Developer Toolbar
- HeadingsMap
- Inpecteur A11Y
- Contrast Color checker WCAG
- TabA11Y
- Zoom Page We
- Stylus

Pages of the site having been the subject of the verification of conformity:

- Homepage
- Terms of Use
- Accessibility
- Contact
- Vacancies
- About Oleon
- Oleon as employer
- Engineering
- Cookie policy
- Stories > Ilse, Credit Manager

OUR COMMITMENT

In Oleon's efforts to substantially conform with WCAG 2.2 level AA, we can mention the following accessibility accomplishments:

- Parts of graphics required to understand the content have a minimum 3:1 contrast with adjacent colour
- Content orientation is not locked to either landscape or portrait unless essential for functionality
- The autocomplete attribute is applied to common user input fields
- Content in a different language than the page default is identified using the lang attribute
- Repeated navigation patterns are applied in the same relative order across multiple pages

Despite best efforts to ensure accessibility of Oleon Careers website, there may be some limitations. Oleon commits to work towards remediating these known limitations:

- Informative images do not have a relevant textual alternative.
- Decorative images and icons are not ignored by assistive technologies.
- Some fields do not have a programatically associated label.
- Landmark regions on the webpages are not correctly defined.
- The hierarchy of headings is not relevant on several pages.
- Some pages contain empty <p> elements.
- Some titles are marked as paragraphs.
- Some texts have an insufficient contrast ratio with respect to their background even when the improved contrast control is activated.

- Some sections of some pages do not have a specified background color.
- When changing orientation from portrait to landscape, the content is truncated and there is loss of information.
- The focus does not always follow a logical path.
- Some links do not have a relevant accessible label.
- Some heading tags are empty.
- The focus is not always visible when placed on some components.
- The focus is completely obscured when it lands on some components.
- A change of context is initiated when selecting filters on a page.
- Error messages provided on the contact form are not explicit.
- Some instructions are not correctly associated to the form fields.
- Some components do not have an accessible name.
- Some components are not accessible to assistive technologies.
- Some component states are not correctly communicated to assistive technologies.
- Some status messages are not correctly rendered by the screen reader.

FEEDBACK AND CONTACT

If you are unable to access any content or service, you can contact the website manager to be directed to an accessible alternative or to obtain the content in another form.

Contact the communication department of Oleon at the following email address: communication@entreprise.fr