

Perform365 and Engage365 Accessibility Conformance Report

International Edition

(Based on VPAT® Version 2.5Rev)

Name of Product/Version: Perform365 and Engage365

Report Date: 13th October 2025

Product Description:

Perform365 and Engage365 are AI-powered platforms built on Microsoft 365 that bring performance management and employee engagement into the flow of work.

Integrated with Microsoft Teams, Outlook, and Viva, they connect people, goals, and growth, empowering organisations to align strategy, inspire performance, and foster a culture of continuous improvement.

From setting goals and delivering feedback to recognising success and tracking engagement, Perform365 and Engage365 make every interaction meaningful, measurable, and human, right where work happens.

Contact Information:

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Notes:

“Voluntary Product Accessibility Template” and “VPAT” are registered service marks of the Information Technology Industry Council (ITI)

This Accessibility Conformance Report (ACR) document was created by Tang Inclusion Ltd (UK) following a Manual WCAG audit conducted in September 2025. A Manual WCAG Audit is a remote review of an agreed selection of a site or app's pages, producing a report on where they meet/miss the WCAG 2.2 AA guidelines, and a prioritised action plan to help fix issues & improve compliance. The review is conducted by an experienced Accessibility Specialist.

Evaluation Methods Used:

Accessibility conformance was evaluated using a combination of automated and manual testing methods to ensure comprehensive coverage of WCAG 2.2 Level A and AA success criteria.

Axe-DevTools is used to perform automated accessibility scans. This tool evaluates web content against WCAG 2.2 Level A and AA rulesets, identifying code pattern-detectable accessibility issues such as semantic markup errors, contrast violations, and ARIA misuse.

Manual assessment was conducted to validate and complement automated findings. The manual process ensures a fully comprehensive audit of all applicable WCAG success criteria and verifies compatibility with a range of assistive technologies. This includes:

- Accessibility Tree review to assess the programmatic structure and semantics exposed to assistive technologies
- Visual inspection to identify visual layout and content presentation issues
- Keyboard navigation testing to ensure operability without a mouse
- Screen reader testing on desktop computer

Additional tools used during manual testing included:

- JAWS and NVDA screen readers on Windows
- Nuance Dragon Naturally Speaking on Windows
- ZoomText screen magnifier on Windows
- Accessibility bookmarklets

- Colour Contrast Analyser
- Chrome Developer Tools

Testing was performed in Windows desktop browser environment.

Applicable Standards/Guidelines

This report covers the degree of conformance for the following accessibility standard/guidelines:

Standard/Guideline	Included In Report
Web Content Accessibility Guidelines 2.0	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.1	Level A (Yes) Level AA (Yes) Level AAA (No)
Web Content Accessibility Guidelines 2.2	Level A (Yes) Level AA (Yes) Level AAA (No)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	(Yes)
EN 301 549 Accessibility requirements for ICT products and services - V3.1.1 (2019-11) AND EN 301 549 Accessibility requirements for ICT products and services - V3.2.1 (2021-03)	(Yes)

Terms

The terms used in the Conformance Level information are defined as follows:

- **Supports:** The functionality of the product has at least one method that meets the criterion without known defects or meets with equivalent facilitation.
- **Partially Supports:** Some functionality of the product does not meet the criterion.

- **Does Not Support:** The majority of product functionality does not meet the criterion.
- **Not Applicable:** The criterion is not relevant to the product.
- **Not Evaluated:** The product has not been evaluated against the criterion. This can only be used in WCAG Level AAA criteria.

WCAG 2.x Report

Tables 1 and 2 also document conformance with:

- EN 301 549:
 - Clause 9 - Web
 - Clauses 10.1-10.4 of Clause 10 - Non-Web documents
 - Clauses 11.1-11.4 and 11.8.2 of Clause 11 - Software
 - Clauses 12.1.2 and 12.2.4 of Clause 12 - Documentation and support services
- Revised Section 508:
 - Chapter 5 - 501.1 Scope and 504.2 Content Creation or Editing
 - Chapter 6 - 602.3 Electronic Support Documentation

Note: When reporting on conformance with the WCAG 2.x Success Criteria, they are scoped for full pages, complete processes, and accessibility-supported ways of using technology as documented in the [WCAG 2.1 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Notes: The product is a website platform which can be accessed via browsers and Microsoft product suites such as Teams.

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.1.1 Non-text Content</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.1.1 (Web) ● 10.1.1.1 (Non-web document) ● 11.1.1.1.1 (Open Functionality Software) ● 11.1.1.1.2 (Closed Functionality Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: The product generally provides appropriate text alternatives for informative images and non-text elements. Decorative content is correctly marked up to be ignored by assistive technologies.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Decorative SVG chart images are not correctly identified as decorative, causing them to be announced by screen readers
<p><u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.2.1 (Web) ● 10.1.2.1 (Non-web document) ● 11.1.2.1.1 (Open Functionality Software) ● 11.1.2.1.2.1 and 11.1.2.1.2.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: The product does not include any prerecorded audio-only or video-only content. Therefore, this criterion is not applicable to the product.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.2 Captions (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.2.2 (Web) ● 10.1.2.2 (Non-web document) ● 11.1.2.2 (Open Functionality Software) ● 11.1.2.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: The product does not contain any prerecorded video content that includes audio. As such, the requirement to provide captions for prerecorded multimedia does not apply to this product.</p>
<p>1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.2.3 (Web) ● 10.1.2.3 (Non-web document) ● 11.1.2.3.1 (Open Functionality Software) ● 11.1.2.3.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: The product does not include any prerecorded video content. Therefore, the requirement to provide an audio description or a media alternative for prerecorded video is not applicable to this product.</p>
<p>1.3.1 Info and Relationships (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.3.1 (Web) ● 10.1.3.1 (Non-web document) 	<p>Web: Partially Supports</p>	<p>Web: The product is generally structured to convey information, relationships, and hierarchy programmatically, ensuring that users of assistive technologies can perceive and navigate the content effectively. Content is typically implemented using</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.1.3.1.1 (Open Functionality Software) ● 11.1.3.1.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>semantic HTML elements and appropriate ARIA attributes to preserve relationships and logical structure.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Custom input fields are not associated with their visual labels, preventing screen readers from announcing the purpose of the fields. ● Lists containing key–value pairs are not coded as description lists, resulting in loss of semantic meaning. ● Some headings use incorrect heading levels, disrupting the logical page structure. ● Certain visible headings are not coded as heading elements, reducing navigational efficiency for assistive technology users. ● Input fields with hint text are not programmatically associated with that text. ● Input fields with postfix labels are not associated with those labels. ● Presentation table elements are not marked up as decorative, causing them to be announced unnecessarily by screen readers. ● Related checkboxes are not programmatically grouped, which may hinder users in understanding their collective relationship.

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Related list items are not declared within a single list container, affecting semantic grouping and navigational consistency.
<p>1.3.2 Meaningful Sequence (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.3.2 (Web) • 10.1.3.2 (Non-web document) • 11.1.3.2.1 (Open Functionality Software) • 11.1.3.2.2 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: The product generally presents content in a logical and meaningful sequence that preserves the intended reading and navigation order when accessed by assistive technologies. The underlying code structure typically aligns with the visual presentation, ensuring that users navigating via keyboard or screen reader receive content in an understandable and consistent order.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Chart axis elements are not hidden from screen readers, which may result in redundant or confusing information being announced. • Some tables include empty grid columns that disrupt the logical reading order of tabular data. • Pagination text is hidden from screen readers, preventing users of assistive technologies from understanding or navigating between pages effectively.
<p>1.3.3 Sensory Characteristics (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.3.3 (Web) • 10.1.3.3 (Non-web document) 	<p>Web: Supports</p>	<p>Web: The product does not rely solely on sensory characteristics, such as shape, size, colour, or visual location to convey information. Instructions and cues</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.1.3.3 (Open Functionality Software) ● 11.1.3.3 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		are also communicated through text or programmatic associations.
<p><u>1.4.1 Use of Color</u> (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.1 (Web) ● 10.1.4.1 (Non-web document) ● 11.1.4.1 (Open Functionality Software) ● 11.1.4.1 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: The product generally does not rely on colour as the sole means of conveying information, indicating an action, or distinguishing visual elements. Most interactive controls and status indicators include additional visual cues such as text labels, icons, or changes in contrast to support users who cannot perceive colour differences.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Some links, such as the “Check-in” link, are distinguishable from surrounding text using colour alone, without any additional visual indicator such as underlining or iconography. ● The toggle buttons for switching between listing and detail views rely solely on colour to indicate the selected state, making it difficult for users who cannot perceive colour differences to determine which view is active.
<p><u>1.4.2 Audio Control</u> (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p>	Web: Not Applicable	Web: The product does not include any automatically playing audio or media with sound that lasts more

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 9.1.4.2 (Web) ● 10.1.4.2 (Non-web document) ● 11.1.4.2 (Open Functionality Software) ● 11.1.4.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>than three seconds. Therefore, this criterion is not applicable to the product.</p>
<p>2.1.1 Keyboard (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.1.1 (Web) ● 10.2.1.1 (Non-web document) ● 11.2.1.1.1 (Open Functionality Software) ● 11.2.1.1.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Partially Supports</p>	<p>Web: The product generally supports operation through a keyboard interface without requiring specific timings for individual keystrokes. Most interactive components and navigational elements can be accessed, activated, and operated using standard keyboard commands, allowing users who rely on keyboard navigation or assistive technologies to engage effectively with the interface.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Content that appears on mouse hover does not have an equivalent method of activation using the keyboard. ● Custom input controls such as comboboxes, dropdowns, calendar picker and text inputs are not consistently focusable or operable using the keyboard. ● Custom interactive components, such as disclosure widgets, interactive grids, tables, scrolling regions, move card controls, menu

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		<p>buttons, and toggle buttons are not fully accessible via keyboard interaction.</p> <ul style="list-style-type: none"> Some standard interactive elements, including links and buttons, cannot receive keyboard focus, preventing users from accessing these controls without a mouse.
<p>2.1.2 No Keyboard Trap (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.2.1.2 (Web) 10.2.1.2 (Non-web document) 11.2.1.2 (Open Functionality Software) 11.2.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: Users can navigate to and from all interactive elements using only the keyboard. There are no keyboard traps, keyboard focus is not locked and can be moved freely throughout the interface.</p>
<p>2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.2.1.4 (Web) 10.2.1.4 (Non-web document) 11.2.1.4.1 (Open Functionality Software) 11.2.1.4.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	<p>Web: Not Applicable</p>	<p>Web: The product does not include any character key shortcuts.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>2.2.1 Timing Adjustable (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.2.1 (Web) ● 10.2.2.1 (Non-web document) ● 11.2.2.1 (Open Functionality Software) ● 11.2.2.1 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: The authentication and session timing are managed by the configuration settings of the organisation where the system is deployed, allowing users to adjust or control timing as per their policies.</p>
<p>2.2.2 Pause, Stop, Hide (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.2.2 (Web) ● 10.2.2.2 (Non-web document) ● 11.2.2.2 (Open Functionality Software) ● 11.2.2.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: The product does not include any moving, blinking, scrolling, or auto-updating content that requires user control.</p>
<p>2.3.1 Three Flashes or Below Threshold (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.3.1 (Web) ● 10.2.3.1 (Non-web document) 	<p>Web: Supports</p>	<p>Web: The product does not contain any content that flashes or flickers.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.2.3.1 (Open Functionality Software) ● 11.2.3.1 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>2.4.1 Bypass Blocks</u> (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.4.1 (Web) ● 10.2.4.1 (Non-web document) – Does not apply ● 11.2.4.1 (Open Functionality Software) – Does not apply ● 11.2.4.1 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	Web: Supports	<p>Web: The product allows users to navigate efficiently between blocks of content.</p> <ul style="list-style-type: none"> ● Navigation blocks are reachable using the keyboard Tab key, and options within blocks can be accessed using Arrow keys. ● Content sections are structured with appropriate heading semantics, facilitating easier navigation for assistive technologies.
<p><u>2.4.2 Page Titled</u> (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.4.2 (Web) ● 10.2.4.2 (Non-web document) ● 11.2.4.2 (Open Functionality Software) - Does not apply ● 11.2.4.2 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) 	Web: Does Not Support	<p>Web: The product does not provide unique and descriptive page titles to help users identify the content or purpose of each page. Page titles are intended to support orientation and efficient navigation, particularly for users of assistive technologies and those managing multiple open tabs or windows.</p>

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		All pages share the same page title, preventing users from distinguishing between different pages or sections of the product when navigating via browser tabs or assistive technology.
<p>2.4.3 Focus Order (Level A)</p> Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.2.4.3 (Web) ● 10.2.4.3 (Non-web document) ● 11.2.4.3 (Open Functionality Software) ● 11.2.4.3 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: The product generally provides a logical and consistent focus order that preserves meaning and operability when navigated using a keyboard or assistive technology. Interactive components receive focus in a sequence that follows the visual layout and intended reading order, allowing users to navigate efficiently through the interface.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Hidden comment content and associated controls remain focusable to the keyboard and screen reader while in a collapsed state, which may cause confusion for users navigating sequentially through focusable elements.
<p>2.4.4 Link Purpose (In Context) (Level A)</p> Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.2.4.4 (Web) ● 10.2.4.4 (Non-web document) ● 11.2.4.4 (Open Functionality Software) ● 11.2.4.4 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) 	Web: Supports	<p>Web: The purpose of each link can be determined from the link text alone or from its surrounding context.</p>

Criteria	Conformance Level	Remarks and Explanations
Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<u>2.5.1 Pointer Gestures</u> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.2.5.1 (Web) ● 10.2.5.1 (Non-web document) ● 11.2.5.1 (Open Functionality Software) ● 11.2.5.1 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports	Web: The product does not require any path-based, multipoint, or timed gestures. All interactions can be completed using simple pointer inputs such as single taps or clicks.
<u>2.5.2 Pointer Cancellation</u> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.2.5.2 (Web) ● 10.2.5.2 (Non-web document) ● 11.2.5.2 (Open Functionality Software) ● 11.2.5.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports	Web: The product ensures that actions initiated by pointer input (e.g., mouse or touch) can be cancelled or reversed. No functionality is triggered solely on the down-event of a pointer without providing an opportunity to cancel or confirm the action.
<u>2.5.3 Label in Name</u> (Level A 2.1 and 2.2) Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.2.5.3 (Web) ● 10.2.5.3 (Non-web document) ● 11.2.5.3.1 (Open Functionality Software) ● 11.2.5.3.2 (Closed Software) 	Web: Partially Supports	Web: The product generally ensures that user interface components with visible text labels have corresponding accessible names that match or contain the visible label text. This alignment supports consistent interpretation by speech recognition software and screen readers, allowing users to

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply		<p>identify and activate controls using voice commands effectively.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● The search input for the grid component has an accessible name that differs from its visible label, which may prevent users relying on speech recognition from activating the control using the visible text.
<p>2.5.4 Motion Actuation (Level A 2.1 and 2.2)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.5.4 (Web) ● 10.2.5.4 (Non-web document) ● 11.2.5.4 (Open Functionality Software) ● 11.2.5.4 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Not Applicable	Web: The product does not use motion actuation features (e.g., tilting or shaking).
<p>3.1.1 Language of Page (Level A)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.1.1 (Web) ● 10.3.1.1 (Non-web document) ● 11.3.1.1.1 (Open Functionality Software) ● 11.3.1.1.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508	Web: Supports	Web: The product specifies the default human language of each page programmatically, allowing assistive technologies such as screen readers to accurately interpret and announce content using the correct pronunciation and linguistic rules. This ensures that users receive content in the intended language without ambiguity or mispronunciation.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p>3.2.1 On Focus (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.1 (Web) ● 10.3.2.1 (Non-web document) ● 11.3.2.1 (Open Functionality Software) ● 11.3.2.1 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: The product generally ensures that interactive elements do not initiate unexpected changes of context when receiving focus. Users can navigate through most components using a keyboard or assistive technology without triggering actions or content updates solely as a result of focusing on an element.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● On the Employee Training page, a modal dialog that is intended to appear only when a grid row is activated is instead triggered when focus leaves the grid row. This causes an unexpected change of context for users navigating via keyboard or screen reader.
<p>3.2.2 On Input (Level A)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.2 (Web) ● 10.3.2.2 (Non-web document) ● 11.3.2.2 (Open Functionality Software) ● 11.3.2.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) 	Web: Supports	<p>Web: Changes of context do not occur automatically when input values change unless the user has been informed beforehand. User control is maintained.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> 602.3 (Support Docs) 		
<p>3.2.6 Consistent Help (Level A 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply</p>	Web: Supports	Web: Help mechanisms and instructions are consistent throughout the product.
<p>3.3.1 Error Identification (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.3.3.1 (Web) 10.3.3.1 (Non-web document) 11.3.3.1.1 (Open Functionality Software) 11.3.3.1.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Supports	Web: When input errors are detected in the authoring tool, they are identified and described to the user.
<p>3.3.2 Labels or Instructions (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.3.3.2 (Web) 10.3.3.2 (Non-web document) 11.3.3.2 (Open Functionality Software) 11.3.3.2 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	Web: Partially Supports	<p>Web: The product generally provides clear labels, instructions, and cues to help users understand the purpose of input fields and complete forms accurately. Most form controls include visible labels that are programmatically associated with their respective input elements, ensuring compatibility with assistive technologies.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> The asterisk symbol used to indicate required input fields is not defined, which may cause confusion for users who rely on screen

Criteria	Conformance Level	Remarks and Explanations
		readers or those unfamiliar with the convention.
<p>3.3.7 Redundant Entry (Level A 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply</p>	Web: Supports	Web: The product does not require users to re-enter the same information multiple times within a single process.
<p>4.1.1 Parsing (Level A) Applies to: WCAG 2.0 and 2.1 – Always answer ‘Supports’ WCAG 2.2 (obsolete and removed) - Does not apply EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.4.1.1 (Web) ● 10.4.1.1 (Non-web document) ● 11.4.1.1.1 (Open Functionality Software) ● 11.4.1.1.2 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Supports	For WCAG 2.0, 2.1, EN 301 549, and Revised 508 Standards, the September 2023 errata update indicates this criterion is always supported. See the WCAG 2.0 Editorial Errata and the WCAG 2.1 Editorial Errata .
<p>4.1.2 Name, Role, Value (Level A) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.4.1.2 (Web) ● 10.4.1.2 (Non-web document) ● 11.4.1.2.1 (Open Functionality Software) ● 11.4.1.2.2 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) 	Web: Partially Supports	Web: The product generally provides user interface components with appropriate programmatic names, roles, and states to ensure compatibility with assistive technologies. Standard HTML controls are implemented correctly, allowing screen readers and other assistive tools to identify and convey the

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>purpose and current status of most interactive elements.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Some buttons do not have appropriate accessible names, roles, or states. ● Tooltip buttons and text elements on charts lack accessible names, roles, and states. ● The calendar picker does not include accessible names or correctly reflect its expanded state. ● Custom dropdown select controls are missing the expanded state and aria-activedescendant property. ● Custom text input fields lack defined accessible roles and states. ● Custom tablist components do not include necessary accessible properties for navigation and identification. ● Custom chart toggle buttons do not expose their accessible state to assistive technologies. ● Custom grid components are missing appropriate interactive roles, limiting usability for screen reader users. ● The navigation menu lacks accessible names and states for interactive elements. ● Some interactive elements are improperly nested, leading to ambiguity in role recognition.

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> Some text input fields rely solely on placeholder text as the accessible name, which may not be announced consistently by assistive technologies.

Table 2: Success Criteria, Level AA

Notes: The product is a website platform which can be accessed via browsers and Microsoft product suites such as Teams.

Criteria	Conformance Level	Remarks and Explanations
<p>1.2.4 Captions (Live) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.1.2.4 (Web) 10.1.2.4 (Non-web document) 11.1.2.4 (Open Functionality Software) 11.1.2.4 (Closed Software) 11.8.2 (Authoring Tool) 12.1.2 (Product Docs) 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> 501 (Web)(Software) 504.2 (Authoring Tool) 602.3 (Support Docs) 	<p>Web: Not Applicable</p>	<p>Web: The product does not include any live video or audio content. Therefore, the requirement to provide captions for live multimedia is not applicable to this product.</p>
<p>1.2.5 Audio Description (Prerecorded) (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> 9.1.2.5 (Web) 10.1.2.5 (Non-web document) 11.1.2.5 (Open Functionality Software) 11.1.2.5 (Closed Software) 	<p>Web: Not Applicable</p>	<p>Web: The product does not contain any prerecorded video content. Therefore, the requirement to provide audio descriptions for prerecorded multimedia is not applicable to this product.</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>1.3.4 Orientation</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.3.4 (Web) ● 10.1.3.4 (Non-web document) ● 11.1.3.4 (Open Functionality Software) ● 11.1.3.4 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: The product supports both portrait and landscape orientations without loss of functionality or content. Users can view and operate all features effectively regardless of device orientation, ensuring flexibility and accessibility across a range of devices and screen configurations.
<p><u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.3.5 (Web) ● 10.1.3.5 (Non-web document) ● 11.1.3.5.1 (Open Functionality Software) ● 11.1.3.5.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	Web: Not Applicable	Web: The product does not include user input fields that collect information typically associated with personal user data (e.g. name, email, address). Therefore, there are no applicable input fields where programmatic identification of input purpose (such as using autocomplete) is relevant.
<p><u>1.4.3 Contrast (Minimum)</u> (Level AA)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.3 (Web) 	Web: Partially Supports	Web: The product generally provides sufficient colour contrast between text and background elements to support readability for users with low vision or colour perception differences. Most textual content and

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 10.1.4.3 (Non-web document) ● 11.1.4.3 (Open Functionality Software) ● 11.1.4.3 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>interface components meet or exceed the minimum contrast ratio requirements specified for normal and large text.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● Large text elements, such as percentage values displayed on the dashboard, do not meet the minimum contrast ratio requirement of 3:1. ● Regular text elements, including status labels, menu action links, and placeholder text, fail to meet the minimum contrast ratio requirement of 4.5:1.
<p><u>1.4.4 Resize text</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.4 (Web) ● 10.1.4.4 (Non-web document) ● 11.1.4.4.1 (Open Functionality Software) ● 11.1.4.4.2 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Does Not Support	Web: Text content does not respond to the browser's Text Size preference settings. However, the layout supports responsive design, which allows text to scale appropriately when users zoom in using browser zoom functionality.
<p><u>1.4.5 Images of Text</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.5 (Web) ● 10.1.4.5 (Non-web document) 	Web: Supports	Web: The product does not use images of text to convey information, except where essential for branding (which is permissible under the success

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.1.4.5.1 (Open Functionality Software) ● 11.1.4.5.2 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		criterion). Informational and functional text is presented using HTML text wherever possible.
<p><u>1.4.10 Reflow</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.10 (Web) ● 10.1.4.10 (Non-web document) ● 11.1.4.10 (Open Functionality Software) ● 11.1.4.10 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Supports	Web: Content reflows correctly in a single column layout at up to 400% zoom, without requiring horizontal scrolling (except for parts where it's essential, like data tables). This ensures readability and operability on small screens and various zoom levels.
<p><u>1.4.11 Non-text Contrast</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.1.4.11 (Web) ● 10.1.4.11 (Non-web document) ● 11.1.4.11 (Open Functionality Software) ● 11.1.4.11 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 – Does not apply	Web: Partially Supports	<p>Web: The product generally provides sufficient contrast for non-text user interface components and graphical objects, ensuring that interactive controls and visual indicators are distinguishable for users with low vision or limited colour perception. Most controls meet the minimum 3:1 contrast ratio against adjacent colours, allowing users to identify their boundaries and states effectively.</p> <p>Exceptions include:</p>

Criteria	Conformance Level	Remarks and Explanations
		<ul style="list-style-type: none"> • Chart navigation buttons do not meet the minimum non-text contrast ratio requirement. • Modal dialog close buttons have insufficient contrast between the icon and background. • Progress bars lack adequate contrast to distinguish filled and unfilled portions. • Calendar picker navigation buttons have insufficient contrast between interactive elements and surrounding content.
<p>1.4.12 Text Spacing (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.4.12 (Web) • 10.1.4.12 (Non-web document) • 11.1.4.12 (Open Functionality Software) • 11.1.4.12 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: The product supports user adjustments to text spacing without loss of content or functionality, including letter spacing, word spacing, line height, and paragraph spacing.</p>
<p>1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> • 9.1.4.13 (Web) • 10.1.4.13 (Non-web document) • 11.1.4.13 (Open Functionality Software) • 11.1.4.13 (Closed Software) • 11.8.2 (Authoring Tool) • 12.1.2 (Product Docs) • 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: The product ensures that additional content displayed on hover or focus such as tooltips, menus, or informational popovers is dismissible, hoverable, and persistent in accordance with accessibility requirements. Users can move the pointer or keyboard focus to and from such content without it unexpectedly disappearing or obstructing other interactive elements.</p>

Criteria	Conformance Level	Remarks and Explanations
<p>2.4.5 Multiple Ways (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.4.5 (Web) ● 10.2.4.5 (Non-web document) – Does not apply ● 11.2.4.5 (Open Functionality Software) – Does not apply ● 11.2.4.5 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	<p>Web: Supports</p>	<p>Web: The product provides multiple ways to navigate, including a search function and consistent navigation menus to help users find content efficiently.</p>
<p>2.4.6 Headings and Labels (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.4.6 (Web) ● 10.2.4.6 (Non-web document) ● 11.2.4.6 (Open Functionality Software) ● 11.2.4.6 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	<p>Web: Supports</p>	<p>Web: The product provides descriptive headings and labels that clearly identify content and user interface elements. Headings are used to organise content hierarchically, aiding navigation and comprehension for all users, including those using assistive technologies. Labels for input fields and interactive controls are meaningful and consistent with their intended function.</p>
<p>2.4.7 Focus Visible (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.2.4.7 (Web) ● 10.2.4.7 (Non-web document) 	<p>Web: Partially Supports</p>	<p>Web: The product generally provides a visible indicator of keyboard focus, allowing users navigating via keyboard or assistive technology to identify which element is currently active. Most interactive controls,</p>

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.2.4.7 (Open Functionality Software) ● 11.2.4.7 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		<p>links, and input fields display a clear visual focus state that meets accessibility requirements.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● The disclosure button does not display a visible focus indicator when navigated to using the keyboard. ● The attach file button lacks a visible focus indicator, making it difficult for keyboard users to determine when the control has focus.
<p><u>2.4.11 Focus Not Obscured (Minimum)</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Supports</p>	<p>Web: The product provides a visible focus indicator that meets the minimum contrast and size requirements. Keyboard users can reliably identify the element that currently has focus, ensuring that navigation and interaction are perceivable and consistent across components.</p>
<p><u>2.5.7 Dragging Movements</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>	<p>Web: Partially Supports</p>	<p>Web: The product generally supports interaction methods that do not rely solely on dragging movements. Users can perform most operations using simple pointer actions, such as single clicks or taps, without requiring complex gestures.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> ● The “Move card” interaction on dashboard relies exclusively on dragging movements, without providing an alternative method (such

Criteria	Conformance Level	Remarks and Explanations
		as a button or keyboard command) to complete the same action.
<p>2.5.8 Target Size (Minimum) (Level AA 2.2 only) EN 301 549 Criteria – Does not apply Revised Section 508 – Does not apply</p>	Web: Supports	Web: The product ensures that interactive targets, such as buttons, icons, and links, meet or exceed the minimum target size requirements. Interactive elements are large enough to be easily activated without unintended input, supporting users with limited dexterity or those using touch interfaces.
<p>3.1.2 Language of Parts (Level AA) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.1.2 (Web) ● 10.3.1.2 (Non-web document) ● 11.3.1.2 (Open Functionality Software) – Does not apply ● 11.3.1.2 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Supports	Web: The product correctly identifies the language of different sections or parts of content using appropriate language code.
<p>3.2.3 Consistent Navigation (Level AA) Also applies to: EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.2.3 (Web) ● 10.3.2.3 (Non-web document) – Does not apply ● 11.3.2.3 (Open Functionality Software) – Does not apply ● 11.3.2.3 (Closed Software) – Does not apply 	Web: Supports	Web: The product maintains consistent navigation mechanisms across pages and views. Repeated components such as navigation menus, search fields, and page headers appear in a consistent order and location throughout the interface, allowing users to

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 		reliably locate and use them without relearning layouts.
<p>3.2.4 Consistent Identification (Level AA)</p> Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.3.2.4 (Web) ● 10.3.2.4 (Non-web document) – Does not apply ● 11.3.2.4 (Open Functionality Software) – Does not apply ● 11.3.2.4 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) – Does not apply to non-web software ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) – Does not apply to non-web docs 	Web: Supports	Web: The product uses consistent identification for components and functions that appear across multiple pages. Interactive elements such as buttons, icons, and form controls are labeled and presented consistently, allowing users to predict their purpose and behavior throughout the interface.
<p>3.3.3 Error Suggestion (Level AA)</p> Also applies to: EN 301 549 Criteria <ul style="list-style-type: none"> ● 9.3.3.3 (Web) ● 10.3.3.3 (Non-web document) ● 11.3.3.3 (Open Functionality Software) ● 11.3.3.3 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) Revised Section 508 <ul style="list-style-type: none"> ● 501 (Web)(Software) 	Web: Supports	Web: The product provides meaningful and specific error suggestions to help users correct input mistakes when errors are automatically detected. Validation messages identify the field in error and describe the corrective action required, assisting users in successfully completing forms and input tasks.

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 		
<p><u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.3.3.4 (Web) ● 10.3.3.4 (Non-web document) ● 11.3.3.4 (Open Functionality Software) ● 11.3.3.4 (Closed Software) ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508</p> <ul style="list-style-type: none"> ● 501 (Web)(Software) ● 504.2 (Authoring Tool) ● 602.3 (Support Docs) 	Web: Not Applicable	Web: The product does not handle legal, financial, or data submission processes that require error prevention.
<p><u>3.3.8 Accessible Authentication (Minimum)</u> (Level AA 2.2 only)</p> <p>EN 301 549 Criteria – Does not apply</p> <p>Revised Section 508 – Does not apply</p>	Web: Not Applicable	Web: The product leverages authentication technology provided and managed by the organisation’s deployment environment.
<p><u>4.1.3 Status Messages</u> (Level AA 2.1 and 2.2)</p> <p>Also applies to:</p> <p>EN 301 549 Criteria</p> <ul style="list-style-type: none"> ● 9.4.1.3 (Web) ● 10.4.1.3 (Non-web document) ● 11.4.1.3 (Open Functionality Software) ● 11.4.1.3 (Closed Software) – Does not apply ● 11.8.2 (Authoring Tool) ● 12.1.2 (Product Docs) ● 12.2.4 (Support Docs) <p>Revised Section 508 – Does not apply</p>	Web: Supports	Web: The product provides status messages that are programmatically determined and automatically announced by assistive technologies without requiring the user to move focus.

Table 3: Success Criteria, Level AAA

Notes: Table 3 has been removed. This product has not been tested for conformance to WCAG Level AAA criteria.

Revised Section 508 Report

Notes:

Chapter 3: [Functional Performance Criteria \(FPC\)](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	Web: Partially Supports	Web: <ul style="list-style-type: none">• See information in "4.2.1 Usage without vision".
302.2 With Limited Vision	Web: Partially Supports	Web: <ul style="list-style-type: none">• See information in "4.2.2 Usage with limited vision".
302.3 Without Perception of Color	Web: Partially Supports	Web: <ul style="list-style-type: none">• See information in "4.2.3 Usage without perception of colour".
302.4 Without Hearing	Web: Supports	Web: <ul style="list-style-type: none">• See information in "4.2.4 Usage without hearing".
302.5 With Limited Hearing	Web: Supports	Web: <ul style="list-style-type: none">• See information in "4.2.5 Usage with limited hearing".

Criteria	Conformance Level	Remarks and Explanations
302.6 Without Speech	Web: Supports	Web: <ul style="list-style-type: none"> See information in "4.2.6 Usage with no or limited vocal capability".
302.7 With Limited Manipulation	Web: Partially Supports	Web: <ul style="list-style-type: none"> See information in "4.2.7 Usage with limited manipulation or strength".
302.8 With Limited Reach and Strength	Web: Supports	Web: <ul style="list-style-type: none"> See information in "4.2.8 Usage with limited reach".
302.9 With Limited Language, Cognitive, and Learning Abilities	Web: Partially Supports	Web: <ul style="list-style-type: none"> See information in "4.2.10 Usage with limited cognition, language or learning".

Chapter 4: [Hardware](#)

Notes: Chapter 4 has been removed. This product does not involve hardware.

Chapter 5: [Software](#)

Notes: Chapter 5 has been removed. This product does not involve software.

Chapter 6: [Support Documentation and Services](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
601.1 Scope	Heading cell – no response required	Heading cell – no response required
602 Support Documentation	Heading cell – no response required	Heading cell – no response required
602.2 Accessibility and Compatibility Features	Not Applicable	The product delivers web-based content accessible via personal computers running standard operating systems.
602.3 Electronic Support Documentation	See WCAG 2.x section	See information in WCAG 2.x section
602.4 Alternate Formats for Non-Electronic Support Documentation	Not Applicable	Support is provided in web-based format.
603 Support Services	Heading cell – no response required	Heading cell – no response required
603.2 Information on Accessibility and Compatibility Features	Not Applicable	The product does not include ICT support services.
603.3 Accommodation of Communication Needs	Not Applicable	The product does not include ICT support services.

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Notes:

Clause [4: Functional Performance Statements \(FPS\)](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
4.2.1 Usage without vision	Web: Partially Supports	<p>Web: The product provides broad compatibility with assistive technologies such as screen readers and can be navigated using a keyboard.</p> <p>However, several barriers impact users who rely entirely on non-visual access:</p> <ul style="list-style-type: none">• Non-text content: Most informative images have alternative text, but decorative SVGs and chart graphics are not consistently marked as decorative, resulting in unnecessary announcements.• Information and relationships: Some custom form fields and checkboxes lack programmatic label associations, and certain heading levels are not correctly nested, which may reduce navigational efficiency for screen reader users.

		<ul style="list-style-type: none"> • Keyboard access: While most components are keyboard-operable, a subset of custom widgets such as calendar pickers, disclosure controls, and grid elements cannot yet be fully accessed via keyboard alone. • Name, role, and state: A small number of interactive controls, including chart toggles and buttons, are missing accessible names or do not expose their state, which can obscure functionality when read through assistive technologies. • Focus management: Hidden or collapsed elements sometimes remain in the keyboard tab order, causing confusion for sequential navigation.
4.2.2 Usage with limited vision	Web: Partially Supports	Web: The product provides multiple features and design implementations that assist users with limited vision, including support for browser zoom, text scaling, and compatibility with screen magnifiers such as ZoomText. The overall visual layout maintains readability and usability when zoomed up to 400%, with

		<p>content reflowing into a single column to minimize horizontal scrolling.</p> <p>However, several limitations were identified that may hinder full usability for users with low vision or limited contrast sensitivity:</p> <ul style="list-style-type: none">• Contrast deficiencies: While most text and non-text elements meet minimum contrast requirements, some text (e.g., percentage values, status labels, and placeholder text) and certain interactive icons (e.g., chart navigation, progress bars, and calendar buttons) fail to meet WCAG 2.2 AA contrast ratios.• Text resize: The product does not fully support resizing through the browser's "text size" preference; scaling relies instead on zoom functionality.• Focus visibility: Some controls (such as disclosure and attach-file buttons) lack a clear visual focus indicator, making it difficult for users relying on keyboard navigation and magnification to track focus.• Heading hierarchy and structure: Inconsistent heading levels may
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		<p>reduce scannability when navigating at higher zoom or with magnifiers.</p>
<p>4.2.3 Usage without perception of colour</p>	<p>Web: Partially Supports</p>	<p>Web: The product generally supports use by individuals who cannot perceive colour differences. Information, functionality, and visual status are conveyed using text, icons, and other redundant cues in most cases, allowing users with colour vision deficiencies to understand and operate the interface.</p> <p>Key areas of strength include consistent use of icons, descriptive text, and patterns to indicate active states, selections, or required actions. Non-text contrast for graphical elements (e.g., buttons, controls, and indicators) typically meets or exceeds minimum contrast thresholds, ensuring that boundaries and focus indicators remain perceivable regardless of colour perception.</p> <p>However, several areas rely on colour as the primary or sole method of conveying information, which may create usability barriers for users who cannot differentiate between certain hues:</p>

		<ul style="list-style-type: none"> • Use of colour alone: Certain interactive elements, such as links (“Check-in”) and toggle buttons between listing and detail views, rely exclusively on colour changes to indicate their state without an accompanying text label, underline, or icon. • Low-contrast indicators: Some chart controls and progress bars lack sufficient contrast between adjacent colours, making it difficult to identify component boundaries or completion status. • Status and alert indicators: Colour-coded labels (e.g., “In Progress”, “Completed”) lack redundant text or iconographic cues in some views.
4.2.4 Usage without hearing	Web: Supports	Web: The product is fully operable and understandable for users without hearing. It does not rely on sound, audio alerts, or spoken instructions to convey information, trigger actions, or provide feedback. All relevant notifications, system messages, and status updates are presented visually within the user interface.

		The platform does not include audio or video media requiring captions or transcripts.
4.2.5 Usage with limited hearing	Web: Supports	Web: The product supports effective use by individuals with limited hearing. It does not depend on auditory cues or audio output to communicate critical information or provide functionality. All essential content, feedback, and notifications are delivered visually through text, icons, and on-screen messages.
4.2.6 Usage with no or limited vocal capability	Web: Supports	Web: The product fully supports users who have no or limited ability to speak. It does not require speech input, voice commands, or vocal interaction to operate any features or perform core functions.
4.2.7 Usage with limited manipulation or strength	Web: Partially Supports	Web: The product provides a generally accessible experience for users with limited manipulation, motor control, or physical strength. All primary functionality can be operated through standard input devices such as keyboard, mouse, or touch, and does not require complex, timed, or forceful gestures. However, a number of custom interface components and dynamic elements

		<p>currently limit complete accessibility for users who depend solely on keyboard or alternative input methods:</p> <ul style="list-style-type: none"> • Keyboard operability gaps: Certain custom widgets—such as combo boxes, grid elements, and calendar pickers—cannot be fully operated using the keyboard alone. Some elements receive focus but do not respond to keypress actions. • Drag and drop interactions: The “Move card” function on dashboards requires dragging gestures without a keyboard alternative, presenting barriers for users with limited dexterity. • Focus indicators: Some controls lack a clear visual focus state, reducing usability for those who rely on keyboard or switch navigation. • Pointer-only actions: Elements that depend solely on mouse hover for activation are not accessible through equivalent keyboard events.
4.2.8 Usage with limited reach	Web: Partially Supports	Web: The product is designed to accommodate users with limited reach or reduced physical range of motion by supporting multiple input methods and ensuring that all key functions can be

		<p>performed through the keyboard without requiring fine motor control or extended physical effort.</p> <p>However, some components present usability barriers for individuals who cannot easily perform extended pointer movements or reach distant on-screen targets:</p> <ul style="list-style-type: none">• Target positioning and spacing: Certain interactive elements (e.g., modal close buttons, chart navigation controls) are small or positioned at screen edges, making them less accessible for users with limited reach or mobility.• Drag-based interactions: The dashboard “Move card” feature requires drag-and-drop gestures, which are difficult for users unable to sustain continuous motion or reach across large areas of the interface.• Keyboard shortcuts: Not all interactive components have keyboard equivalents for pointer-dependent actions, requiring some users to rely on external assistive tools or mouse simulation.
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<p>4.2.9 Minimize photosensitive seizure triggers</p>	<p>Web: Supports</p>	<p>Web: The product does not contain any flashing, flickering, or rapidly changing visual content that could trigger photosensitive seizures.</p> <p>The platform’s interface employs static or smoothly transitioning visual effects for notifications, modal dialogs, and state changes. No animations, blinking indicators, or high-intensity visual patterns are used within dashboards, charts, or navigation areas.</p>
<p>4.2.10 Usage with limited cognition, language or learning</p>	<p>Web: Partially Supports</p>	<p>Web: The product incorporates multiple design and content practices that support users with limited cognitive, language, or learning abilities.</p> <p>However, several limitations remain that may affect users who have memory, comprehension, or attention challenges:</p> <ul style="list-style-type: none"> • Form guidance: Some required fields use only an asterisk symbol without explanatory text, which may confuse users unfamiliar with the convention. • Error feedback consistency: While most forms provide error identification, corrective suggestions are not always present or contextualised.

		<ul style="list-style-type: none"> • Heading hierarchy: Inconsistent heading levels may reduce the clarity of content structure and make navigation by assistive technology or page scanning less intuitive. • Visual focus tracking: Certain focus indicators are faint or missing, which can make it harder for users to follow their location on screen. • Text resizing and contrast: Limited support for browser text-resize and insufficient contrast in some interface elements can increase reading difficulty.
4.2.11 Privacy	Web: Not Applicable	Web: The product does not process or store personal user information.

Clause [5: Generic Requirements](#)

Notes: Clause 5 has been removed. This product is not a closed system.

Clause [6: ICT with Two-Way Voice Communication](#)

Notes: Clause 6 has been removed. This product does not involve ICT with Two-Way Voice Communication.

Clause [7: ICT with Video Capabilities](#)

Notes: Clause 7 has been removed. This product does not involve ICT with Video Capabilities.

Clause [8: Hardware](#)

Notes: Clause 8 has been removed. This product does not involve Hardware.

Clause [9: Web](#) (see [WCAG 2.x section](#))

Notes:

Clause [10: Non-Web Documents](#)

Notes: Clause 10 has been removed. This product does not involve Non-Web Documents

Clause [11: Software](#)

Notes: Clause 11 has been removed. This product does not involve Software.

Clause [12: Documentation and Support Services](#)

Notes:

Criteria	Conformance Level	Remarks and Explanations
12.1 Product documentation	Heading cell – no response required	Heading cell – no response required
12.1.1 Accessibility and compatibility features	Supports	Accessibility conformance level and limitations are communicated through the Accessibility Conformance Report available in the Support Center site.
12.1.2 Accessible documentation	See WCAG 2.x section	See information in WCAG 2.x section
12.2 Support Services	Heading cell – no response required	Heading cell – no response required
12.2.2 Information on accessibility and compatibility features	Not Applicable	The product does not include ICT support services.
12.2.3 Effective communication	Not Applicable	The product does not include ICT support services.
12.2.4 Accessible documentation	See WCAG 2.x section	See information in WCAG 2.x section

Clause [13: ICT Providing Relay or Emergency Service Access](#)

Notes: Clause 13 has been removed. This product does not involve ICT Providing Relay or Emergency Service Access.

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