

Accessibility Statement

WOOD & Company Financial Services, a.s., with its registered office at náměstí Republiky, 1079/1a, Nové Město, 110 00 Prague 1, registered with the Municipal Court in Prague, Section B, File 7487, IC 265 03 808, in accordance with Section 6(1)(a) of Act No. 424/2023 Coll. on the accessibility of certain products and services, as amended (hereinafter referred to as the "Act") and in accordance with Directive 2019/882 of the European Parliament and of the Council on the accessibility requirements for products and services; hereby informs the public about the specified accessibility requirements for the services provided.

Our goal is to ensure that our platforms meet recognized accessibility standards so that everyone, including people with disabilities, can use our services easily and with confidence. We are currently working to comply with the Web Content Accessibility Guidelines (WCAG) 2.2 Level AA, supplemented by the relevant requirements of EN 301 549 v4.1.1.

Feedback and contact

We welcome feedback on accessibility from all users to enhance our services. If you experience barriers or challenges due to accessibility issues while using our platforms or services, please contact us for assistance. You can reach us in writing, by phone, or by other means. Please find our [contact information here](#).

Current status of accessibility

We are actively working to improve the accessibility of our platforms. At present, all platforms listed below are in partial compliance with the Web Content Accessibility Guidelines (WCAG) 2.2 level AA. This means that while some accessibility requirements are met, issues remain that we are in the process of addressing.

The level of accessibility can be categorized as follows:

- The platform is fully compliant.
- The platform is partially compliant (adheres to most requirements).
- The platform is non-compliant (does not adhere to most requirements).

Platform	Formats	Accessibility status
Wood.com	Website	Partial compliance

We are committed to resolving outstanding issues and will update this overview as progress is made.

Known accessibility challenges

Based on our latest accessibility analysis, the following key challenges have been identified:

Non-text Content (WCAG 1.1.1)

- Some icons and images are missing `aria-hidden="true"` or an appropriate `aria-label`.
- Company logos are sometimes shown as images without descriptive alternative text.

Headings and Structure (WCAG 1.3.1)

- On article detail pages, there are multiple `<h1>` headings on a single page.

Info and Relationships, Sensory Characteristics (WCAG 1.3.1, 1.3.3)

- Accordions, carousels, tabs, and dropdowns are missing semantic elements (using `div` instead of `button`), ARIA attributes like `aria-expanded`, `aria-controls`, `role`, `aria-labeled`, as well as proper `tabindex`.
- Carousels and tab sections are missing roles, tab indexes, ARIA links between tabs and tab panels, and ARIA highlighting of the active tab.
- Expandable boxes (e.g., in case studies) lack appropriate ARIA attributes, roles, labels, and keyboard support.

Identify Input Purpose, Labels, and Instructions (WCAG 1.3.5, 3.3.2, 2.4.6)

- Contact forms do not always have correct labels, for and id associations, `tabindex`, `autocomplete`, `aria-required`, and `aria-describedby` for errors.

Use of Color and Contrast (WCAG 1.4.3, 1.4.11)

- Insufficient color contrast in several areas:
 - Service cards (text on hover)
 - Buttons with white icons and text on red backgrounds
 - Red on green backgrounds
 - Placeholder text, especially in error states
 - Headings on green backgrounds
 - Dropdown menus, map pins, timeline items, tables, breadcrumbs, insight dates, and social links
 - Accordions and timeline text
- Some placeholder text and checkbox backgrounds/borders also lack sufficient contrast.

Content on Hover or Focus (WCAG 1.4.13)

- Menu items with submenus do not open with keyboard controls (Space/Enter).

- There is no visible focus indicator on menu items and submenus.

Keyboard Navigation and Focus Order (WCAG 2.1.1, 2.4.3, 2.4.7, 2.5.1)

- The cookie consent bar does not trap keyboard focus.
- The order of focusable elements is not logical (should be: cookie bar > modal > logo > menu items > right menu).
- Focus states on interactive elements are missing or insufficiently styled.

Link Purpose (WCAG 2.4.4, 2.5.3)

- Slider buttons and buttons opening dynamic content do not have dynamic or descriptive ARIA labels.

Error Identification and Suggestion (WCAG 3.3.1, 3.3.3)

- Error messages in forms lack unique IDs, are not properly associated via aria-describedby, and do not use role="alert" or live regions.

Consistent Identification (WCAG 3.2.4, 4.1.2)

- Not all interactive elements have consistent or descriptive ARIA labels and roles.

Status messages (WCAG 4.1.3)

- Status or information messages are generally available, but further improvements may be needed for screen readers in dynamic scenarios.

Other points:

- The site is responsive down to 320px, supports 200% zoom, and uses relative units (rem).
- No time-based content, audio, or flashing elements are present.
- Language attribute on the page is set correctly.
- All these challenges are being tracked internally and are part of our accessibility improvement plan.

Ongoing improvements

To strengthen accessibility across our services, we have launched a comprehensive accessibility program, including:

- The development of a new design system and component library, with accessibility built in from the ground up. This system will be rolled out across all relevant platforms in a prioritized order as soon as possible, helping ensure a consistently high level of accessibility and compliance.
- Training relevant employees and business units to build internal awareness and capability around accessibility and inclusive design.
- Collaboration with external experts to support our work, carry out regular accessibility assessments, and guide improvements.

Interim measures

While the new design system is being developed and implemented, we continue to monitor the accessibility of our existing platforms. We address critical accessibility issues where possible within the constraints of current technology and infrastructure.