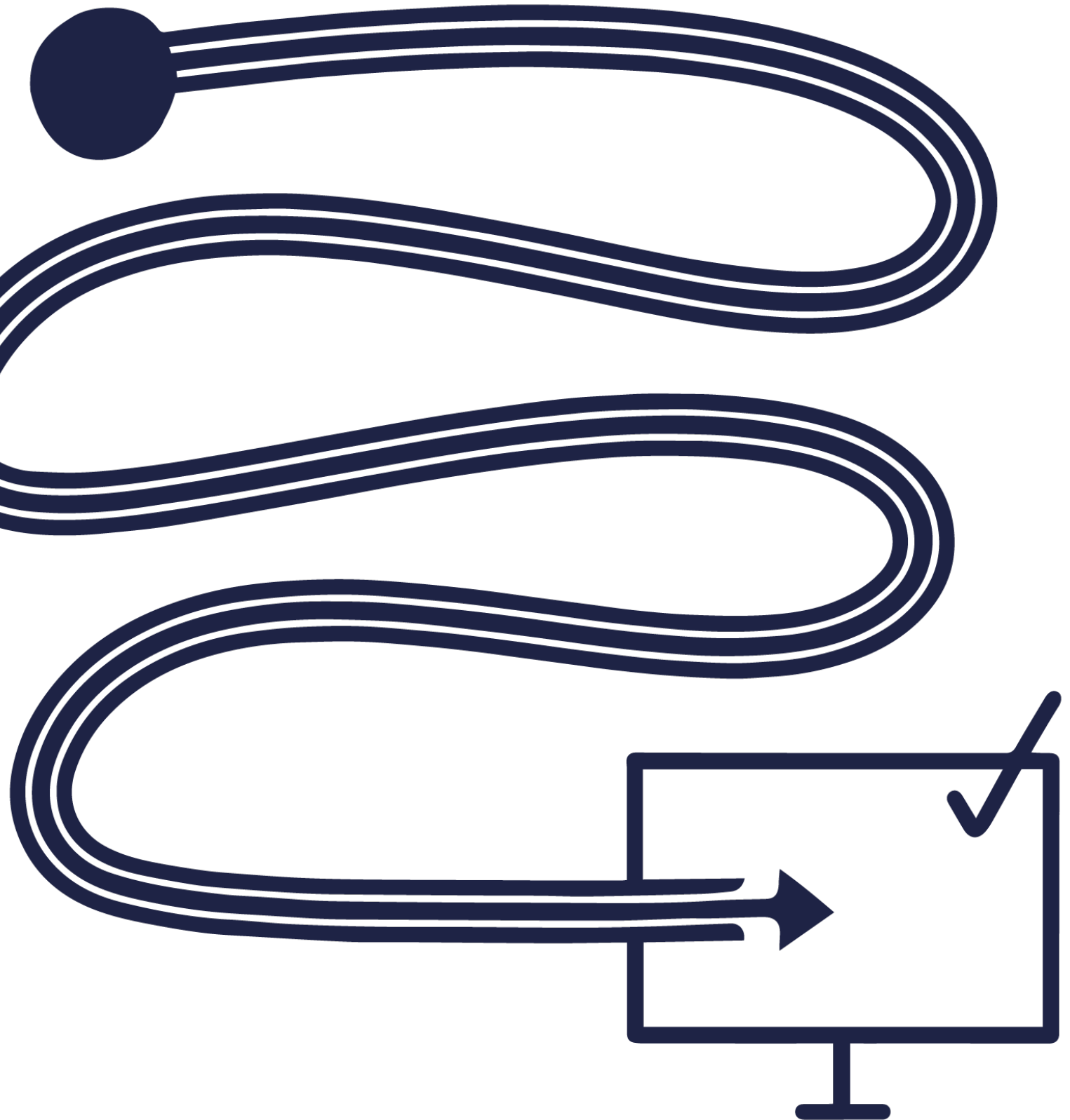
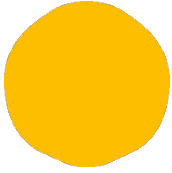


**Club Med** 

DIGITAL ACCESSIBILITY PLAN

ANNUAL PLAN 2025-2026





# ACTION PLAN

## 1. Year 2025-2026

The action plan and resources mobilized for the implementation of digital accessibility at Club Med are scheduled over a period of three years (October 2025 - September 2028).

The multi-year plan is broken down into annual action plans and the resources implemented. Updated as they progress through the governance process, the annual action plans describe the operations to be implemented each year and the human and financial resources mobilized in view of the priorities defined on the basis of the projects established during the design of the multi-year plan.

Action plans are reviewed annually and result in an annual implementation review.

They are published at the following address: <https://www.clubmedjobs.com/en/accessibility> and accessible directly from the bottom of the Clubmed.fr website homepage in the "Digital Accessibility" section.



## 2. Programming for object compliance

The inventory of digital objects subject to compliance for Club Med as of October 1, 2025 is as follows:

Category / objects	Number	Target audience	State of conformity	2025-2026 Programming
Websites	Club Med B2C website: Belgium / Canada / Switzerland / Chile / China / Indonesia / Israel / Asia / Japan / South Korea / New Zealand / Thailand / United Kingdom / South Africa / Argentina / Australia / Brazil / Dominican Republic / Hong Kong / Mexico / Malaysia / Peru / Singapore / Turkey / Taiwan / Germany / Denmark / Spain / France / Ireland / Italy / Latin America / Netherlands / Norway / Portugal / Russia / Sweden / Ukraine / United States / Uruguay	B2C	Non - compliant	Yes
	ideatravel.com/d/150512_2395 2.htm	B2C	Non - compliant	No
	Website: clubmedlive.fr	B2B (partners)	Non - compliant	No
	Employer branding website: clubmedjobs.com	B2C	Non - compliant	Yes
	Website: amisfondationclubmed.com	B2C	Partially conforms	No

	Suppliers website: suppliers.clubmed.com	B2B (partners)	Non - compliant	No
	Website Development: clubmeddevelopment.com	B2B (partners)	Non - compliant	No
	Website: corporate.clubmed	B2C	Non - compliant	No
	Club Med Travel Agent (partner agency booking system)	B2B (partners)	Non - compliant	No
	Club Med Information (product information tool)	B2B (partners) & internal	Non - compliant	No
	Salesforce (Booking Tool)	B2B (partners) & internal	Non - compliant	No
Mobile applications	My Club Med App (mobile application)	B2C	Non - compliant	No
Business applications	HR Applications	Internal	Non - compliant	No
	Accounting & Finance Application	Internal	Non - compliant	No



### 3. Accessibility Plan Project Schedule

Action plan	Progress report	Completed n-1	n+1 Programming
P1. Governance	In progress	n / A	Finished
P2. Project process	In progress	n / A	In progress
P3. Audit tests	To start	n / A	In progress
P4. Training	To plan	n / A	In progress
P5. Communication - Awareness	To plan	n / A	To start
P6. Purchase	To start	n / A	Finished

#### Summary of the 2025-2026 action plan

2025, Q4

- Governance (In progress)
- Project process (In progress)
- Audit tests (To be started)
- Training (To be scheduled)
- Communication – awareness-raising (To be planned)
- Purchases (To be started)

2026, Q1

- Governance (Completed)
- Project process (In progress)
- Audit tests (To be started)
- Training (To be scheduled)
- Communication – awareness-raising (To be planned)



- Purchases (In progress)

2026, Q2

- Project process (In progress)
- Audit tests (In progress)
- Training (To be started)
- Communication – Awareness (To be started)
- Purchases ( Completed)

2026, Q3

- Project process (In progress)
- Audit tests (In progress)
- Training (In progress)
- Communication – Awareness (To be started)

<b>Date</b>	<b>P1. Governance</b>	<b>P2. Project Process</b>	<b>P3. Audit - tests</b>	<b>P4. Training</b>	<b>P5. Communication - Awareness</b>	<b>P6. Purchases</b>
Q4 2025	In progress	In progress	To start	To plan	To plan	To start
Q1 2026	Finished	In progress	To start	To plan	To plan	In progress
Q2 2026		In progress	In progress	To start	To start	Finished
Q3 2026		In progress	In progress	In progress	To start	

#### **4. Human resources deployed artwork**



Function	Assignment	ETP
Referent accessibility	Coordinate the digital accessibility policy, participate in governance and monitor the project's progress	1
Professional representatives participating in the Digital Accessibility Committee	Coordination of team activities, technical expertise, user support and decision-making assistance	20
Internal expert, auditor	Digital accessibility auditor, web support	1

