

Working From_ Accessibility Conformance Report

International Edition

(Based on VPAT® Version 2.4)

Name of Product/Version: Working From_ website

Report Date: 01-03-2021

Contact Information: digital@thehox.com / +44 (0) 20 7930 3080 / +1 857-389-4624

Evaluation Methods Used: Conformance to the listed accessibility standards has been evaluated by Web Usability using a combination of static analysis tools and manual testing with assistive technologies

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 / No) Level AA (Yes / No) Level AAA (Yes / No)
Web Content Accessibility Guidelines 2.1	Level A (Yes / No) Level AA (Yes / No) Level AAA (Yes / No)
Revised Section 508 standards published January 18, 2017 and corrected January 22, 2018	(Yes / No)
EN 301 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe, - V3.1.1 (2019-11)	(Yes / No)

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 be used only in WCAG 2.0 Level AAA.

WCAG 2.x Report

Tables 1 and 2 also document conformance with Revised Section 508: Chapter 5 – 501.1 Scope, 504.2 Content Creation or Editing, and 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 2.0 Conformance Requirements](#).

Table 1: Success Criteria, Level A

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.1.1 Non-text Content</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.2.2 Captions (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.3.1 Info and Relationships</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.3.2 Meaningful Sequence</u> (Level A)</p> <p>Also applies to: Revised Section 508</p>	<ul style="list-style-type: none"> • Supports 	

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p><u>1.3.3 Sensory Characteristics</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.4.1 Use of Color</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.4.2 Audio Control</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>2.1.1 Keyboard</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>2.1.2 No Keyboard Trap</u> (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>2.1.4 Character Key Shortcuts</u> (Level A 2.1 only)</p>	<ul style="list-style-type: none"> • Supports 	

Criteria	Conformance Level	Remarks and Explanations
Also applies to: Revised Section 508 – Does not apply		
2.2.1 Timing Adjustable (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
2.2.2 Pause, Stop, Hide (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Partially supports 	<ul style="list-style-type: none"> • All automatically playing videos on our website can be paused with a single click • There are some minor animated elements that cannot be paused and may cause a distraction for some users
2.3.1 Three Flashes or Below Threshold (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
2.4.1 Bypass Blocks (Level A) Also applies to: 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 	<ul style="list-style-type: none"> • Supports 	
2.4.2 Page Titled (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
2.4.3 Focus Order (Level A) Also applies to:	<ul style="list-style-type: none"> • Supports 	

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>2.4.4 Link Purpose (In Context)</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<u>2.5.1 Pointer Gestures</u> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	<ul style="list-style-type: none"> • Supports 	
<u>2.5.2 Pointer Cancellation</u> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	<ul style="list-style-type: none"> • Supports 	
<u>2.5.3 Label in Name</u> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	<ul style="list-style-type: none"> • Supports 	
<u>2.5.4 Motion Actuation</u> (Level A 2.1 only) Also applies to: Revised Section 508 – Does not apply	<ul style="list-style-type: none"> • Supports 	
<u>3.1.1 Language of Page</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<u>3.2.1 On Focus</u> (Level A) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	

Criteria	Conformance Level	Remarks and Explanations
<p>3.2.2 On Input (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>3.3.1 Error Identification (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>3.3.2 Labels or Instructions (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>4.1.1 Parsing (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>4.1.2 Name, Role, Value (Level A)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	

Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
<p><u>1.2.4 Captions (Live)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Not applicable 	
<p><u>1.2.5 Audio Description (Prerecorded)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.3.4 Orientation</u> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p><u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p><u>1.4.3 Contrast (Minimum)</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.4.4 Resize text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p><u>1.4.5 Images of Text</u> (Level AA)</p> <p>Also applies to: Revised Section 508</p>	<ul style="list-style-type: none"> • Supports 	

Criteria	Conformance Level	Remarks and Explanations
<ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<p>1.4.10 Reflow (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p>1.4.11 Non-text Contrast (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p>1.4.12 Text Spacing (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p>1.4.13 Content on Hover or Focus (Level AA 2.1 only)</p> <p>Also applies to: Revised Section 508 – Does not apply</p>	<ul style="list-style-type: none"> • Supports 	
<p>2.4.5 Multiple Ways (Level AA)</p> <p>Also applies to: 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 	<ul style="list-style-type: none"> • Supports 	
<p>2.4.6 Headings and Labels (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>2.4.7 Focus Visible (Level AA)</p> <p>Also applies to: Revised Section 508</p> <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<p>3.1.2 Language of Parts (Level AA)</p>	<ul style="list-style-type: none"> • Supports 	

Criteria	Conformance Level	Remarks and Explanations
Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 		
<u>3.2.3 Consistent Navigation</u> (Level AA) Also applies to: 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 	<ul style="list-style-type: none"> • Supports 	
<u>3.2.4 Consistent Identification</u> (Level AA) Also applies to: 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 	<ul style="list-style-type: none"> • Supports 	
<u>3.3.3 Error Suggestion</u> (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA) Also applies to: Revised Section 508 <ul style="list-style-type: none"> • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs) 	<ul style="list-style-type: none"> • Supports 	
<u>4.1.3 Status Messages</u> (Level AA 2.1 only) Also applies to: Revised Section 508 – Does not apply	<ul style="list-style-type: none"> • Supports 	

Table 3: Success Criteria, Level AAA

Notes: The Working From_ website has not been evaluated for WCAG 2.1 level AAA conformance

Revised Section 508 Report

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

Criteria	Conformance Level	Remarks and Explanations
302.1 Without Vision	<ul style="list-style-type: none">Supports	
302.2 With Limited Vision	<ul style="list-style-type: none">Supports	
302.3 Without Perception of Colour	<ul style="list-style-type: none">Supports	
302.4 Without Hearing	<ul style="list-style-type: none">Supports	
302.5 With Limited Hearing	<ul style="list-style-type: none">Supports	
302.6 Without Speech	<ul style="list-style-type: none">Supports	
302.7 With Limited Manipulation	<ul style="list-style-type: none">Supports	
302.8 With Limited Reach and Strength	<ul style="list-style-type: none">Supports	
302.9 With Limited Language, Cognitive, and Learning Abilities	<ul style="list-style-type: none">Partially supports	<ul style="list-style-type: none">The animated GIFs that cannot be paused may cause issues for people with limited language, cognitive and learning abilities (see WCAG SC 2.2.2)

Chapter 4: [Hardware](#)

Notes: The Working From_ is a website and is not subject to the requirements of this section.

Chapter 5: [Software](#)

Criteria	Conformance Level	Remarks and Explanations
501.1 Scope – Incorporation of WCAG 2.0 AA	<ul style="list-style-type: none">See WCAG 2.x section	<ul style="list-style-type: none">See information in WCAG 2.x section
502 Interoperability with Assistive Technology	Heading cell – no response required	Heading cell – no response required

Criteria	Conformance Level	Remarks and Explanations
502.2.1 User Control of Accessibility Features	<ul style="list-style-type: none"> Supports 	
502.2.2 No Disruption of Accessibility Features	<ul style="list-style-type: none"> Supports 	
502.3 Accessibility Services	Heading cell – no response required	Heading cell – no response required
502.3.1 Object Information	<ul style="list-style-type: none"> Supports 	
502.3.2 Modification of Object Information	<ul style="list-style-type: none"> Supports 	
502.3.3 Row, Column, and Headers	<ul style="list-style-type: none"> Supports 	
502.3.4 Values	<ul style="list-style-type: none"> Supports 	
502.3.5 Modification of Values	<ul style="list-style-type: none"> Supports 	
502.3.6 Label Relationships	<ul style="list-style-type: none"> Supports 	
502.3.7 Hierarchical Relationships	<ul style="list-style-type: none"> Supports 	
502.3.8 Text	<ul style="list-style-type: none"> Supports 	
502.3.9 Modification of Text	<ul style="list-style-type: none"> Supports 	
502.3.10 List of Actions	<ul style="list-style-type: none"> Supports 	
502.3.11 Actions on Objects	<ul style="list-style-type: none"> Supports 	
502.3.12 Focus Cursor	<ul style="list-style-type: none"> Supports 	
502.3.13 Modification of Focus Cursor	<ul style="list-style-type: none"> Supports 	
502.3.14 Event Notification	<ul style="list-style-type: none"> Supports 	
502.4 Platform Accessibility Features	<ul style="list-style-type: none"> Supports 	
503 Applications	Heading cell – no response required	Heading cell – no response required
503.2 User Preferences	<ul style="list-style-type: none"> Supports 	
503.3 Alternative User Interfaces	<ul style="list-style-type: none"> Supports 	
503.4 User Controls for Captions and Audio Description	Heading cell – no response required	Heading cell – no response required
503.4.1 Caption Controls	<ul style="list-style-type: none"> Supports 	
503.4.2 Audio Description Controls	<ul style="list-style-type: none"> Supports 	
504 Authoring Tools	Heading cell – no response required	Heading cell – no response required
504.2 Content Creation or Editing (if not authoring tool, enter “not applicable”)	<ul style="list-style-type: none"> Not applicable 	
504.2.1 Preservation of Information Provided for Accessibility in Format Conversion	<ul style="list-style-type: none"> Not applicable 	
504.2.2 PDF Export	<ul style="list-style-type: none"> Not applicable 	
504.3 Prompts	<ul style="list-style-type: none"> Not applicable 	

Criteria	Conformance Level	Remarks and Explanations
504.4 Templates	<ul style="list-style-type: none"><li data-bbox="1003 152 1226 178">• Not applicable	

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

Notes: This report covers accessibility conformance of the Working From_ website and does not discuss Documentation or Support Services