

PageUp ATS Accessibility Conformance Report

VPAT® Version 2.4^{1*}

Name of product/version:	PageUp Clinch Employee Connections
Product description:	Employee Connections is an always on question and answer platform which allows potential candidates for job opportunities to ask questions relating to employment with an organisation and have those questions answered by existing employees of the organisation.
Report date:	1 June 2025
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Notes:	Employee Connections is an application designed to allow candidates to learn more about an organisation's Employer Value Proposition. This report reflects the end-user experience. The components tested are representative samples of static and dynamic content. This report covers the discussion, employee profile, and event registration aspects of the solution. The application includes various settings with an accessibility impact. Out of the box settings are accessible, but changes made by clients may not adhere to accessibility best practices. In such cases, the responsibility for accessibility relies on the client.

^{1*} "Voluntary Product Accessibility Template" and "VPAT" are registered service marks of the Information Technology Industry Council (ITI)

	This information is supplied for evaluation purposes only and is subject to change.
Evaluation methods used:	This conformance report is based on the results of an accessibility audit conducted on a representative sample of pages/components across selected user journeys, for the purpose of assessing conformance to the Web Content Accessibility Guidelines (WCAG) 2.1. The W3C Website Accessibility Conformance Evaluation Methodology (WCAG-EM) was followed for conducting the accessibility audit. The testing included manual accessibility testing, automated accessibility tools, and testing with assistive technology across multiple platforms and browsers. The following applications were used as part of the audit to identify potential accessibility issues: • Desktop browsers: Firefox, Chrome, Safari • Assistive technologies: JAWS, NVDA, VoiceOver • Accessibility testing tools: ARC Toolkit, Colour Contrast Analyser, WebAIM Wave Extension
Applicable standards/guidelines	This report covers the degree of conformance for the following accessibility standards/guidelines: • Web Content Accessibility Guidelines 2.0 Level A/AA • Web Content Accessibility Guidelines 2.1 Level A/AA

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 Level AAA criteria.

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WCAG 2.x Report

Table 1: Web Content Accessibility Guidelines (WCAG) 2.1, Level A

Notes:

Criteria	Conformance level	Remarks and explanations
<u>1.1.1 Non-text Content</u> (Level A)	Supports	
<u>1.2.1 Audio-only and Video-only (Prerecorded)</u> (Level A)	Partial Supported	Video content uploaded to the discussion pages can be supplemented with supporting text information. Video content uploaded directly to the video content library does not currently support the inclusion of supporting text information.
<u>1.2.2 Captions (Prerecorded)</u> (Level A)	Not supported	The current video player does not support captioning.
<u>1.2.3 Audio Description or Media Alternative (Prerecorded)</u> (Level A)	Supports	Customers can upload video content with audio description included.
<u>1.3.1 Info and Relationships</u> (Level A)	Partially Supports	The following items currently contain invalid aria references: ● Header logo

Criteria	Conformance level	Remarks and explanations
		How to apply link (header)
1.3.2 Meaningful Sequence (Level A)	Partially Supports	The following are not currently accessible via keyboard navigation: - Insider profile links on homepage - Discussion category filters on homepage - Insider profile links on employees page
1.3.3 Sensory Characteristics (Level A)	Supports	
1.4.1 Use of Color (Level A)	Supports	
1.4.2 Audio Control (Level A)	Not applicable	
2.1.1 Keyboard (Level A)	Partially supports	The following are not currently accessible via keyboard navigation: - Insider profile links on homepage - Discussion category filters on homepage - Insider profile links on employees page
2.1.2 No Keyboard Trap (Level A)	Partially Supports	Once the main page level menu is opened via keyboard navigation, the user is trapped within the main menu until they select an option.

Criteria	Conformance level	Remarks and explanations
		On the employees page, the filter menu traps the user. On the discussions page, the categories filter traps the user.
<u>2.1.4 Character Key Shortcuts</u> (Level A 2.1 only)	Not applicable	
<u>2.2.1 Timing Adjustable</u> (Level A)	Not applicable	
<u>2.2.2 Pause, Stop, Hide</u> (Level A)	Not Applicable	
<u>2.3.1 Three Flashes or Below Threshold</u> (Level A)	Not applicable	
<u>2.4.1 Bypass Blocks</u> (Level A)	Supports	
<u>2.4.2 Page Titled</u> (Level A)	Supports	

Criteria	Conformance level	Remarks and explanations
<u>2.4.3 Focus Order</u> (Level A)	Partially Supports	The following do not follow a logical order: • Professional experience on employees page • Live chat attendees when the show more option is activated
<u>2.4.4 Link Purpose (In Context)</u> (Level A)	Supports	
<u>2.5.1 Pointer Gestures</u> (Level A 2.1 only)	Supports	
<u>2.5.2 Pointer Cancellation</u> (Level A 2.1 only)	Not applicable	
<u>2.5.3 Label in Name</u> (Level A 2.1 only)	Supports	.
<u>2.5.4 Motion Actuation</u> (Level A 2.1 only)	Not applicable	
<u>3.1.1 Language of Page</u> (Level A)	Partially Supports	The following do not declare the language of the page: • Chatbot • Login page

Criteria	Conformance level	Remarks and explanations
<u>3.2.1 On Focus</u> (Level A)	Supports	
<u>3.2.2 On Input</u> (Level A)	Supports	
<u>3.3.1 Error Identification</u> (Level A)	Partially supports	The following errors are not appropriately identified: • Discussion text input • Ask a question on the live chat page
<u>3.3.2 Labels or Instructions</u> (Level A)	Supports	
<u>4.1.1 Parsing</u> (Level A)	Supports	
<u>4.1.2 Name, Role, Value</u> (Level A)	Partially supports	The following items do include a valid aria-controls attribute: • Language picker The following items do not currently include an appropriate title: • Chatbot launcher • Chatbot window

Table 2: Web Content Accessibility Guidelines (WCAG) 2.1, Level AA

Notes:

Criteria	Conformance level	Remarks and explanations
<u>1.2.4 Captions (Live)</u> (Level AA)	Not applicable	
<u>1.2.5 Audio Description (Prerecorded)</u> (Level AA)	Not applicable	
<u>1.3.4 Orientation</u> (Level AA 2.1 only)	Supports	
<u>1.3.5 Identify Input Purpose</u> (Level AA 2.1 only)	Supports	
<u>1.4.3 Contrast (Minimum)</u> (Level AA)	Supports	
<u>1.4.4 Resize text</u> (Level AA)	Supports	
<u>1.4.5 Images of Text</u> (Level AA)	Supports	
<u>1.4.10 Reflow</u> (Level AA 2.1 only)	Supports	

Criteria	Conformance level	Remarks and explanations
1.4.11 Non-text Contrast (Level AA 2.1 only)	Supports	
1.4.12 Text Spacing (Level AA 2.1 only)	Supports	
1.4.13 Content on Hover or Focus (Level AA 2.1 only)	Not applicable	
2.4.5 Multiple Ways (Level AA)	Partially Supports	Search functionality allows for access to discussions only.
2.4.6 Headings and Labels (Level AA)	Supports	
2.4.7 Focus Visible (Level AA)	Partially Supports	The following does not adequately indicate focus: • View profile link for employee profiles (multiple pages)
3.1.2 Language of Parts (Level AA)	Supports	
3.2.3 Consistent Navigation (Level AA)	Supports	

Criteria	Conformance level	Remarks and explanations
<u>3.2.4 Consistent Identification</u> (Level AA)	Supports	
<u>3.3.3 Error Suggestion</u> (Level AA)	Not applicable	
<u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)	Not applicable	
<u>4.1.3 Status Messages</u> (Level AA 2.1 only)	Not applicable	