Yearly Action Plan

2026

Introduction

The action plan and resources mobilized to implement Sonepar's digital accessibility strategy are scheduled over a three-year period (2026-2028).

The multi-year plan is therefore broken down into annual action plans and resources to be implemented. Updated on an ongoing basis within the governance structure, the annual action plans describe the operations to be implemented each year and the human and financial resources mobilized in line with the priorities defined on the basis of the projects established when the plan was designed.

The action plans are reviewed each year and give rise to an annual implementation report.

They are published at the following address: [Accessibility Statement](#).

2026 action plan

In 2026, Sonepar aims to carry out the following projects:

- **Audit and accessibility of existing platforms**: gradually assess the compliance of the current fleet, prioritizing in particular according to the volume of use and the criticality of the platforms, then take the necessary corrective actions to ensure an inclusive digital experience.

- **Digital processes**: evolve digital processes to integrate accessibility into the development cycle.

- **Content production support**: Provide editorial teams with the tools to produce natively accessible content.

- **Quality control**: implement tests to ensure ongoing monitoring of compliance policy.

- **User feedback**: Provide users with a channel to report difficulties or make suggestions on each platform.

- **Training**: training on inclusion for managers, aimed at introducing and raising awareness of disability issues, was rolled out in 2025. For 2026, the goal is to provide specific training on digital accessibility, tailored to different roles.

- **Awareness**: roll out awareness-raising initiatives for all employees to strengthen the culture of accessibility.

- **Purchasing**: Integrate digital accessibility criteria into the supplier purchasing policy to ensure the compliance of external platforms.

Solutions compliance

The range of solutions subject to compliance and open to external users is as follows as of January 1, 2026:

Solution	Description	Compliance status
sonepar.fr	E-commerce website and mobile application	Non-compliant
sonepar.com	Corporate website	Partially compliant (50%)
brand.sonepar.com	Brand website	Non-compliant
sonepix.sonepar.com	Multimedia library	Non-compliant

Solutions used solely by Sonepar employees are also included in the scope, with a progressive compliance objective to ensure an inclusive experience for all users, whether internal or external.

Human and financial resources

Sponsor

The program sponsor provides strategic leadership for digital accessibility. Their responsibilities include:

- Securing the necessary resources (human, financial, and political) to enable the deployment of the action plan;
- Integrating digital accessibility into the company's strategic priorities;
- Publicly supporting the initiative in order to reinforce its legitimacy and facilitate its adoption by all teams.

Digital accessibility advisors

Accessibility advisors are the operational heart of governance. They are responsible for:

- Coordinating projects, ensuring the overall consistency of the program, and steering the annual action plan;

- Prioritizing the platforms to be audited, supervising audits, validating associated budgets, and monitoring compliance in conjunction with Product Owners;
- Providing technical expertise, promoting best practices and accessible design systems, and representing the topic within the Inclusion Council.

Project leaders

For each project, a leader is appointed to ensure operational progress. Their responsibilities include:

- Lead the project and ensure that the actions outlined in the action plan are carried out;
- Working closely with their department and relevant stakeholders to facilitate implementation;
- Disseminate best practices, contribute to the sharing of experience, and strengthen internal skills in digital accessibility;
- Keeping digital accessibility advisors informed of the progress of the project under their responsibility.

The financial resources dedicated to digital accessibility are provided directly by each team, which remains responsible for the budget allocated to its scope.