Accessibility Statement for the website https://challenges.reply.com/ for the entities referred to in Article 3, paragraph 1-bis of Law No. 4 of 9 January 2004.

Reply Spa is committed to making its website accessible in accordance with Law No. 4 of 9 January 2004.
This accessibility statement applies to the website https://challenges.reply.com/.

Measures to support accessibility

Reply is committed to making technology more accessible, in order to create a future with greater opportunity and equality for all.
For these reasons, Reply s.p.a. takes the following measures to ensure accessibility of its websites, including Reply Challenges:

- Includes accessibility as part of the content creation strategy
- Provides continuous accessibility training to employees
- Includes accessibility in our design personas

Conformance status

Reply Challenges is partially compliant with the requirements set forth in Annex A to the UNI EN 301549 standard (WCAG 2.1) due to the cases of non-compliance or the exemptions listed below.

We acknowledge that accessibility is an ongoing concern, a journey, not a destination. To that end, we continue to conduct reviews at reasonable intervals to assess the Websites' constant level of substantial compliance with WCAG 2.1 and look for new ways to enhance the online experience for customers with disabilities.

Non-accessible contents

The following content does not comply with the accessibility laws due to the following reasons:

a) Non-compliance with Law No. 4 of 9 January 2004.

- **Text Alternatives**
  Some portal images lack appropriate alt text, creating redundancy in content. The improvements that may be needed include large text, braille, words, symbols, or simpler language. Additionally, each image should be coded as either meaningful or decorative.

- **Multimedia Content**
  Provide alternatives for time-based multimedia content, such as captions, audio descriptions, and transcripts. Some videos lack these features.

- **Element Hierarchy**
  The categorization of elements (e.g., headings) should correspond correctly. Headings lack a consistent and hierarchical structure within pages. Not all elements are named correctly.

- **Keyboard Accessibility**
  Allow users to navigate through all interactive components of the interface using the keyboard. Not all elements are correctly interactable via the keyboard.

- **Visible Focus**
  All interactive elements should be identifiable through a visible focus when active. Not all interactive elements have a visible focus.

- **Input Assistance**
  Help users avoid and correct errors. If an input error is detected, the involved component must be identified, and the error described textually. Instructions for correcting the error should be provided, and errors should be detected by assistive technologies. Within forms, some errors are not adequately communicated and are only indicated through generic error messages. These errors are not detected by assistive technologies (such as screen readers).

Additional accessibility considerations

The website https://challenges.reply.com not only aims for WCAG 2.1 Level AA compliance but also surpasses it with adherence to Level AAA Success Criteria for some aspects. These additional measures include ensuring a contrast ratio of at least 7:1 for text and images, judicious use of images of text, non-reliance on timing for content understanding, seamless continuation of activities after session expiration, limiting flashing content, providing clear user location information, enhancing link comprehension, structuring content with section headings, enlarging pointer input targets, restricting context changes to user-initiated actions, and enabling reversible information submissions for user interaction.

Preparation of accessibility statement

This statement was created on 20 March 2024.
The information in this statement was derived from self-evaluation, performed by Reply Spa.

Feedback

We welcome your feedback on the accessibility of Reply Challenges. Please let us know if you encounter accessibility barriers on Reply Challenges.

- This statement can be accessed on the webpage
  https://challenges.reply.com/challenges/accessibility
- To report any issues or provide feedback, please send an email to
  accessibility@reply.com
- The contact person for reporting is l.randone@reply.com

Reporting Methods to AgID (Agenzia per l'Italia Digitale)

In case of an unsatisfactory response or lack of response within thirty days to the notification or request, the individual concerned can submit a report using the method indicated on AgID's institutional website.

Technical specifications

- Website publication date: 13/01/2024
- The number of employees with disabilities in the administration: 5
- The number of workstations for employees with disabilities: 0
- The organization does not currently employ an Integration Process Manager as part of its structure.
- No allocation has been designated for anticipated expenditure in the forecast budget pertaining to accessibility measures.
- Usability testing has been conducted: yes
- CMS used for the website: TamTamy Bento
- The mobile application is compatible with the following operating systems:
  - Android
  - iOS
    There is currently no mobile application, but the website is developed in a responsive mode and can be accessed on any mobile device.