

## **Accessibility Policy for EAA Accessibility Compliance**

**Date of preparation of policy: 22/08/2025**

**Date of last review of policy: 22/08/2025**

**Date of next review: 22/8/2026**

### **Purpose**

Portmeirion Group PLC (“Portmeirion Group”) is committed to ensuring digital accessibility for all users, including people with disabilities, in compliance with the European Accessibility Act (EAA). We continuously improve our website to provide an inclusive and user-friendly experience.

### **Scope**

This policy applies to all stakeholders involved in the design, development and ongoing maintenance of this website. Accessibility is integrated into project workflows, training is provided and best practices followed.

### **Compliance commitment and review**

We strive to adhere to the accessibility standards outlined in the European Accessibility Act, ensuring that our digital content is perceivable, operable, understandable and robust for all users. We are committed to maintaining compliance and addressing accessibility concerns in accordance with regulatory requirements. Our commitment includes:

- Implementing Web Content Accessibility Guidelines (WCAG) 2.2 AA standards.
- Web pages are designed and built to be viewed on a wide range of screen resolutions.
- Providing alternative text for images and multimedia content.
- Ensuring website compatibility with screen readers and assistive technologies.
- Offering keyboard navigation and other accessible interaction methods.
- Maintaining sufficient colour contrast and text readability.
- Designing forms and interactive elements to be accessible and easy to use.
- Using Acquia as an ongoing monitoring service.

An accessibility audit of the website is carried out yearly to ensure continuous compliance with accessibility best practices, combining human reviews and trusted third-party accessibility tools. The last audit took place in line with the date of the last review of this policy, as stated below.

### **Non-accessible content**

If we have content that we cannot make accessible, we are required to give an overview of what content is inaccessible and why and what the alternatives are. There are certain areas of the website that are currently non-compliant. These are listed below:

- PDFs/video/media published before 28 June 2025 are not accessible as it has been deemed to be a disproportionate burden on the company to convert them. However, we are committed to providing accessible PDFs and video content following 28 June 2025.
- We have also identified the following third parties whose tools are used on this site and who are responsible for making them accessible, where possible:
  - Careers iFrame – livevacancies.co.uk

### **Feedback**

We welcome your feedback on the accessibility of our website. If you have experienced any accessibility barriers while using any part of our site, or require assistance, then please let us know by:

- Email: [legal@portmeiriongroup.com](mailto:legal@portmeiriongroup.com)
- Mailing address: F.A.O. The Legal Department, Portmeirion Group PLC, London Road, Stoke-on-Trent, Staffordshire ST4 7QQ

We aim to respond to accessibility inquiries within 10 working days and will work to resolve issues promptly.

Please note that whilst the maintenance and hosting of this site is provided by our third-party partner @Design Portfolio, all enquiries and feedback should be directed to Portmeirion Group.

This policy will be reviewed and updated periodically to reflect changes in legislation and technological advancements.

**Policy approved by:**

**Mike Raybould  
Chief Executive  
Portmeirion Group PLC  
22 August 2025**