
Thoughtworks Accessibility Conformance Report

WCAG Edition

(Based on VPAT® Version 2.5)

Name of Product:

Thoughtworks <https://www.thoughtworks.com/>

Report Date:

December 18, 2024

Product Description:

This audit is performed on Thoughtworks' website, catering to its wide spectrum of public users in the Information Technology field. Thoughtworks is a pioneering global technology consultancy, that integrates the best strategy, design, and software engineering to give ambitious businesses the foundations they need to thrive. For three decades, we've been in charge of technology innovation. Today, we are leaders in the AI-enabled software and data engineering space. We apply hands-on experience to help our clients better navigate change, harness the power of data and AI to unlock new sources of value, create adaptable technology platforms that align seamlessly with business objectives, and rapidly design, deliver, and evolve market-leading products and experiences at scale.

Contact information:

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Evaluation Methods Used:

Accessibility testing as per WCAG 2.2 AA guidelines.

The evaluation was performed using the below tools/tests:

- Screen readers:
 - NVDA on Win11/ Chrome
 - VoiceOver on macOS/ Safari
- WAVE and axe automated tool

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- Color contrast testing using Color Contrast Analyzer
 - Browser zoom
 - Keyboard-only
 - Text-spacing testing using bookmarklets

Applicable Standards/Guidelines

This report covers the degree of conformance with the following accessibility standards/guidelines:

Standard/Guideline	Included in Report
Web Content Accessibility Guidelines 2.2 at https://www.w3.org/TR/WCAG22/	Level A (Yes) Level AA (Yes) Level AAA (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 product functionality 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.

WCAG 2.x Report

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>1.1.1 Non-text Content (Level A)</p>	<p>Partially Supports</p>	<p>Images on the website mostly contain relevant alternative text.</p> <p><u>Exceptions include:</u></p> <ul style="list-style-type: none"> • The "Graphical representation" gives no information to the user on the 'The Digital Fluency Model' page. • 'The screen reader announces insufficient alternative text such as "Great Place to Work Australia" for all the logos in the main section on the 'Environmental, Social and Governance' page. • Inappropriate alternative text is provided for the informative graph image on the 'Embracing evolutionary architectures to operationalize FATTER AI' page.
<p>1.2.1 Audio-only and Video-only (Prerecorded) (Level A)</p>	<p>Partially Supports</p>	<p>The audio-only or video-only content present on the website mostly has text transcript.</p> <p><u>Exceptions include:</u></p> <ul style="list-style-type: none"> • Transcript missing for podcast on the 'Infrastructure at Thoughtworks' page.
<p>1.2.2 Captions (Prerecorded) (Level A)</p>	<p>Partially Supports</p>	<p>Captions are provided for most of the multimedia content present on the website.</p> <p><u>Exceptions include:</u></p> <ul style="list-style-type: none"> • Missing caption for pre-recorded media on the 'Software Architecture: The Hard Parts' page. • Missing caption for pre-recorded media on the 'Indoor Location: Wi-fi e Beacons no Varejo' page.

		<ul style="list-style-type: none"> • Captions are not descriptive on the 'XConf Europe 2022 – Recap' page.
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A)	Partially Supports	<p>Alternatives are provided for most of the multimedia content present on the website.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Media alternative is not provided on the 'MindenAI' page. • Media alternative is not provided on the 'How an experimental in-store innovation lab led to a truly illuminated solution' page.
1.3.1 Info and Relationships (Level A)	Partially Supports	<p>The website mostly has consistent headers and global table structures to establish clear information and relationships within the website. Screen readers properly identify most of the information available on the website. Visually impaired users are easily able to perceive the relationships between a particular element and its role.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Content not read by screen reader on the 'Modernização de plataformas de dados' page. • Content not read by screen reader on the 'Distributed Agile Insights' page. • Table not implemented on the 'Pragmatism in practice podcast' page.
1.3.2 Meaningful Sequence (Level A)	Partially Supports	<p>The sequence of the content present on the website is mostly meaningful and appropriate and does not affect the meaning of the provided content.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Hidden content read by screen reader on the 'Investors' page. • Hidden link announced on the

		'Infrastructure at Thoughtworks' page.
1.3.3 Sensory Characteristics (Level A)	Not Applicable	No information is present on the website which is based on sensory characteristics such as shape, size, location, sound, etc.
1.4.1 Use of Color (Level A)	Partially Supports	<p>Most website content does not use color as the only visual means of conveying information, indicating an action, prompting a response, or distinguishing a visual element.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Color is being used as the only visual means of distinguishing a visual element on the 'The IoT Testing Atlas' page. • Color is being used as the only visual means of conveying information on the 'AI Strategy Perspectives' page.
1.4.2 Audio Control (Level A)	Not Applicable	No audio content is present on the website that plays automatically for more than 3 seconds.
2.1.1 Keyboard (Level A)	Partially Supports	<p>The website mostly supports standard keyboard navigation and input functions (including swiping to move between input fields and pressing [Double tap] to make selections).</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • Keyboard focus is not moved to the respective area of the page when same-page links are activated on the 'Data and AI careers' page. • Keyboard focus does not move to the respective area when same page links are activated on the 'Business continuity planning' page. • Element not triggerable through keyboard on the 'The power of data and tech in the public sector'

		page.
2.1.2 No Keyboard Trap (Level A)	Supports	Keyboard focus is moving sequentially throughout the website without the focus getting trapped in any section and it is convenient to access the functionality.
2.1.4 Character Key Shortcuts (Level A 2.1 and 2.2)	Not Applicable	No functionalities are dependent on or controlled by character key shortcuts.
2.2.1 Timing Adjustable (Level A)	Not Applicable	There is no such activity present on the website where time needs to be adjusted or extended.
2.2.2 Pause, Stop, Hide (Level A)	Partially Supports	The moving content present on the website mostly has play/pause mechanism. Exceptions include: <ul style="list-style-type: none"> No mechanisms are present for auto-moving slides on the 'Thoughtworks China A leading technology consultancy' page.
2.3.1 Three Flashes or Below Threshold (Level A)	Not Applicable	There is no flashing content present on the website.
2.4.1 Bypass Blocks (Level A)	Doesn't Supports	A bypass mechanism for skipping to the main content is not implemented on the website.
2.4.2 Page Titled (Level A)	Partially Supports	Descriptive and correct page titles are present for most of the pages throughout the website. Exceptions include: <ul style="list-style-type: none"> Insufficient page title announced on the 'Board of Directors' page. Page title is not descriptive on the 'Ford and Thoughtworks' page.
2.4.3 Focus Order (Level A)	Partially Supports	The focus moves in a correct sequence order on the website from left to right and top to bottom. Exceptions include: <ul style="list-style-type: none"> Incorrect focus order on the 'Data mesh insights' page.

		<ul style="list-style-type: none"> • Incorrect focus order for the 'Play/Pause' button on the 'Software Architecture: The Hard Parts' page. • The focus unnecessarily moves to the whole video frame on the 'FAQ' page.
2.4.4 Link Purpose (In Context) (Level A)	Partially Supports	<p>Mostly links are provided with appropriate link text and the user would be able to understand the purpose of the link from its link text.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • The incorrect link text as "Q1 2022 earnings conference call and website" for the "Replay website" link on the 'Investors home' page. • Insufficient link text announced for 'Download' links on the 'Annual Report' page. • The link is not distinguishable on the 'SEC Filings' page.
2.5.1 Pointer Gestures (Level A 2.1 and 2.2)	Supports	<p>All functionalities present in the website can be operated with a single pointer without a path-based gesture unless a multipoint or path-based gesture is essential.</p>
2.5.2 Pointer Cancellation (Level A 2.1 and 2.2)	Supports	<p>No down-event of the pointer is used in the website to execute any part of the action.</p>
2.5.3 Label in Name (Level A 2.1 and 2.2)	Partially Supports	<p>Most labels on the website include text and the same text is defined in the code as well to assist speech recognition technologies.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • The visual label for the Privacy policy and SoundCloud link does not match with their respective accessible label on the 'Infrastructure at Thoughtworks' page.

		<ul style="list-style-type: none"> The visual label for the 'Assine' link does not match their respective accessible label on the 'As duras verdades sobre transformação' page.
2.5.4 Motion Actuation (Level A 2.1 and 2.2)	Not Applicable	No functionality is present on the website that is operable only by device motion.
3.1.1 Language of Page (Level A)	Supports	The language attribute is correctly defined for the web pages.
3.2.1 On Focus (Level A)	Supports	No interactive element is triggered automatically on receiving the focus.
3.2.2 On Input (Level A)	Partially Supports	<p>Most of the context does not change when the user changes the setting of any input controls.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> Change of context on input on the 'Stories hub' page. Change of context on input on the 'Search jobs' page.
3.2.6 Consistent Help (Level A 2.2 only)	Supports	A sufficient help mechanism is provided in a consistent place on multiple web pages.
3.3.1 Error Identification (Level A)	Supports	Errors present on the website are notified to the users correctly.
3.3.2 Labels or Instructions (Level A)	Partially Supports	<p>The website provides support for motor-impaired and cognitive users as the labels and instructions are provided for the form fields, which are mostly visible and readable to such users.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> No visual indication is provided to the required fields on the 'Contact Us' page.
3.3.7 Redundant Entry (Level A 2.2 only)	Not Applicable	Users are not required to enter the same details in the same process multiple times.
4.1.2 Name, Role, Value (Level A)	Partially Supports	Most of the website elements have a proper label associated with their role

		<p>and the screen reader is recognizing them correctly with updated values as well.</p> <p><u>Exceptions include:</u></p> <ul style="list-style-type: none">• The element must only use permitted ARIA attributes on the 'Software Architecture: The Hard Parts' page.• Current page not announced on the 'News and Event' page.• Incorrect role announced for "Show All" button on the 'Quarterly earnings' page.
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Table 2: Success Criteria, Level AA

Criteria	Conformance Level	Remarks and Explanations
1.2.4 Captions (Live) (Level AA)	Not Applicable	No live multimedia content is present on the website.
1.2.5 Audio Description (Prerecorded) (Level AA)	Partially Supports	Audio description is mostly provided for the multimedia content present on the website. Exceptions include: <ul style="list-style-type: none"> Audio description is not provided for video content on the 'XConf Europe 2022 – Recap' page.
1.3.4 Orientation (Level AA 2.1 and 2.2)	Supports	The website does not restrict its view and operation to a single display orientation.
1.3.5 Identify Input Purpose (Level AA 2.1 and 2.2)	Supports	Interactive fields on the website are clearly labeled to direct the user to enter the data expected in the fields.
1.4.3 Contrast (Minimum) (Level AA)	Partially Supports	The website mostly adheres to minimum contrast standards. Exceptions include: <ul style="list-style-type: none"> The text '0:30' fails color contrast ratio on the 'Digital Leaders Forum' page. The text "51:52" fails color contrast ratio on the 'Technology Radar Webinar' page. Insufficient color contrast on the 'Jobs' page.
1.4.4 Resize text (Level AA)	Partially Supports	The website is mostly responsive. At a zoom of 200%, no loss of content or functionality is observed. Exceptions include: <ul style="list-style-type: none"> Content overlapped when zooming the browser to 200% or 400% both on the 'AI-

		strategy' page.
1.4.5 Images of Text (Level AA)	Supports	No information is conveyed to the user via an image of the text.
1.4.10 Reflow (Level AA 2.1 and 2.2)	Partially Supports	The website mostly does not require scrolling in two dimensions to present content without loss of information in 400% zoom. Exceptions include: <ul style="list-style-type: none"> • Content becomes truncated when zooming the browser to 400% on the 'Exploring the potential of ChatGPT as a coding partner' page. • The 'Filters' button disappears on viewport 320px X 256px on the 'SEC Filings' page.
1.4.11 Non-text Contrast (Level AA 2.1 and 2.2)	Partially Supports	Most website user interface components have a contrast ratio of at least 3:1 against adjacent color(s). Exceptions include: <ul style="list-style-type: none"> • The close icon fails the color contrast ratio for the 'Close' button on the 'FAQs' page. • Next and Previous 'month' icon fails Color contrast ratio on the 'FAQs' page. • The 'Play' icon fails color contrast ratio due to an irregular background on the 'Digital Leaders Forum' page.
1.4.12 Text Spacing (Level AA 2.1 and 2.2)	Supports	The website is compliant with WCAG text spacing requirements.
1.4.13 Content on Hover or Focus (Level AA 2.1 and 2.2)	Partially Supports	Most content that is triggered by hover or focus is dismissible, hoverable, and persistent Exceptions include: <ul style="list-style-type: none"> • Hoverable tooltip content is not dismissable using the 'Esc' key on the 'Assessment' page.

		<ul style="list-style-type: none"> • Hoverable tooltip content is not dismissable using the 'Esc' key on the 'Radar' page. • Hoverable tooltip content is not dismissable using the 'Esc' key on the 'Stock Data' page.
2.4.5 Multiple Ways (Level AA)	Supports	A proper navigation header is provided to access the different types of website pages.
2.4.6 Headings and Labels (Level AA)	Partially Supports	<p>Most headings and labels on the website provide sufficient detail of the content they are describing.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • The label does not describe the purpose of the input on the 'Legacy Modernization Insights' page. • Insufficient label announced for buttons on the 'Languages & Frameworks' page. • Label is not descriptive for the copy button on the 'Exploring the potential of ChatGPT as a coding partner' page.
2.4.7 Focus Visible (Level AA)	Partially Supports	<p>Most elements present in the website have focus visibility.</p> <p>Exceptions include:</p> <ul style="list-style-type: none"> • The focus indicator is missing on the "Filing year" combobox on the 'SEC Filings' page. • The focus indicator is missing elements on the 'Stock data' page. • The focus indicator missing for the 'Stellenangebote' link on the 'Infrastructure at Thoughtworks' page.
2.4.11 Focus Not Obscured (Minimum) (Level AA 2.2 only)	Supports	All elements that receive keyboard focus are at least partially visible upon receiving the focus.

<u>2.5.7 Dragging Movements</u> (Level AA 2.2 only)	Not Applicable	No elements present that involve dragging movements.
<u>2.5.8 Target Size (Minimum)</u> (Level AA 2.2 only)	Supports	All the interactive pointer targets are at least 24 by 24 CSS pixels or have sufficient spacing around them.
<u>3.1.2 Language of Parts</u> (Level AA)	Not Applicable	English is the primary and only language of the website. There are no phrases or sentences written in any other language, which need to be defined separately.
<u>3.2.3 Consistent Navigation</u> (Level AA)	Supports	Navigational mechanisms are repeated on the website and occur in the same relative order each time they are repeated. Hence, consistent navigation is provided to the user.
<u>3.2.4 Consistent Identification</u> (Level AA)	Supports	Components that provide the same functionality throughout the website can be easily identified by the user.
<u>3.3.3 Error Suggestion</u> (Level AA)	Supports	The provided error messages are descriptive enough to understand the error and identify the location where they occur.
<u>3.3.4 Error Prevention (Legal, Financial, Data)</u> (Level AA)	Not Applicable	There are no critical forms available where error prevention is required. Error suggestions are enough to fill out the form and correct the errors.
<u>3.3.8 Accessible Authentication (Minimum)</u> (Level AA 2.2 only)	Not Applicable	No authentication content present on the website.
<u>4.1.3 Status Messages</u> (Level AA 2.1 and 2.2)	Supports	The updated content automatically notifies the visually impaired users via a screen reader.