

# Sanoma Learning accessibility guidelines

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# 1. Sanoma Learning Accessibility Guidelines

Sanoma Learning reaches about 25 million students across Europe. Its mission is to help all students reach their full potential. This makes Sanoma's role central in enhancing inclusiveness and equality in education. Sanoma Learning aims at creating learning materials that are usable to the widest range of pupils. As such, **inclusive learning** is embedded as one of the six themes in **Sanoma's Sustainability Strategy**. Sanoma Learning is committed to the United Nations Sustainable Development Goals (SDG), addressing global challenges. Inclusive learning is strongly linked to SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Inclusive learning encompasses the topic of **accessibility**: accessible digital products, design and content all contribute to the overall goal of inclusiveness. Accessibility means ensuring that products and services can be used by a wide range of people with disabilities, however, everyone can benefit from accessible content. Accessibility is a powerful way to promote inclusiveness and equality in learning.

**The Accessibility Guidelines outline Sanoma Learning's accessibility principles. These guidelines are Sanoma Learning's guiding principles for promoting accessibility throughout Sanoma's learning materials.**

## 2. Ensuring accessibility

- When designing Sanoma Learning's methods and digital products, differences in students' learning needs and digital skills, ensuring accessibility, are considered.
- To accomplish accessibility of new digital services according to the European Accessibility Act, Sanoma Learning uses ISO-standardised Web Content Accessibility Guidelines (WCAG) as a market standard.
- Sanoma Learning's new learning materials released from June 2025 onwards, aim to be developed in a manner consistent with the WCAG 2.1 AA standard for digital accessibility, with Sanoma Learning's pedagogical responsibility as the main guideline.
- Sanoma Learning's design system for digital products, SL Design System<sup>1</sup>, aims for compliance with the WCAG 2.2 AA standard. Sanoma Learning develops towards future WCAG revisions. Progress of accessibility development in SL Design System is measured through external audits.
- All employees working with the SL Design System are trained on accessibility. Sanoma Learning is committed to educating employees about the practices, importance and usefulness of accessibility.
- To incorporate accessibility into Sanoma Learning's products from the start, accessibility requirements will be incorporated into Sanoma Learning's method creation process.
- Where possible, Sanoma Learning promotes accessibility and equal learning opportunities in the countries in which it operates through external partnerships.
- Sanoma Learning maintains an accessibility network comprised of employees from Sanoma Learning companies to collaborate and share practices, information and learnings.

- Sanoma hosts internal accessibility working groups to support the implementation of strategic sustainability guidelines, where relevant.
- As Sanoma Learning operates in several countries, respecting national and local laws is key to its learning businesses. Newly marketed products aim to comply with the accessibility requirements defined locally under the EU Accessibility Act of 2025.
- Local learning companies are responsible for their product offering and for the implementation of Sanoma Learning accessibility guidelines and local regulatory requirements into their method creation practices.
- Sanoma Learning has a defined procedure for handling and acting upon concerns and complaints.

This Guideline is approved by the President and CEO of Sanoma Corporation. The President and CEO and the Learning Management Team are ultimately responsible for ensuring that Sanoma personnel are aware of and comply with this Guideline. This Guideline is implemented locally across Sanoma Learning businesses. All employees working with Sanoma's learning materials should follow the principles defined in the Accessibility Guidelines.

The status of Sanoma's accessibility work and related processes, measures and results are reported externally on an annual basis according to the prevailing reporting guidelines and requirements on the Group level.

This Accessibility Guideline is regularly reviewed by the Sanoma Learning editorial working group. In case of any questions, please contact [sustainability@sanoma.com](mailto:sustainability@sanoma.com).

<sup>1</sup> Harmonising Sanoma Learning's platforms and technology is one of the strategic initiatives at Sanoma Learning. For this, we use our multi-brand [SL Design System](#).

Date	Approval
05.06.2025	Approved by the President and CEO