Declaration of Conformity

1. Introduction

Softgarden is committed to ensuring digital accessibility for all users, including those with disabilities. We are actively working to increase the accessibility and usability of our products and adhere to the **Web Content Accessibility Guidelines (WCAG) 2.1** Level AA, developed by the World Wide Web Consortium (W3C).

1.1. Key Principles of Accessibility

Our accessibility efforts are guided by the four foundational principles of WCAG:

- **Perceivability:** Information and user interface components must be presented in ways users can perceive.
- **Operability:** User interface components and navigation must be operable by all users, including those using assistive technologies.
- **Understandability:** Information and the operation of the user interface must be understandable.
- **Robustness:** Content must be robust enough to be interpreted reliably by a wide variety of user agents, including assistive technologies.

2. Implementation Scope

2.1. Affected Products

Softgarden's WCAG compliance efforts apply to the following digital products:

- **Applicant Experience:** Application Forms, job ad layouts, job portals and Career Site Pro, Certificate Page of the Feedback Solution
- **Softgarden Applicant Tracking System**
- **Add-ons:** Career Site Pro Page Builder, Referral Manager, Agency Solution, Onboarding Solution, Media Shop

2.2. Implementation Overview

2.2.1. Applicant-facing product offering

With **June 28, 2025** we ensure full compliance with WCAG 2.1 Level AA for all applicant-facing software.

Product	Accessibility level	Limitations
Application Forms	WCAG 2.1 Level AA	
Job Ad Layouts	WCAG 2.1 Level AA	Currently, no alt-Text can be defined for images.
Job Portal	WCAG 2.1 Level AA	Currently, no alt-Text can be defined for images.
Career Site Pro – Job Ad Layouts	WCAG 2.1 Level AA	
Career Site Pro – Landing Pages	WCAG 2.1 Level AA	
Career Site Pro – Application Forms	WCAG 2.1 Level AA	
Feedback Solution – Certificate pages	WCAG 2.1 Level AA	
Feedback Solution – Feedback Form	WCAG 2.1 Level AA	
Referral Manager – Applicant Interface	–	Currently not compliant. Softgarden is working on this throughout 2025.
Onboarding Solution – Employee Interface	WCAG 2.1 Level AA	
Map Component (Job Portal, Career Site Pro)	–	When using the OpenStreetMap (Leaflet)-based map solution, full WCAG AA compliance cannot currently be guaranteed. This particularly affects the contrast ratios of the map display and the absence of ARIA attributes for interactive map elements.

2.2.2. B2B-facing product offering

For our B2B-facing product suite, we provide partial compliance with June 2025 and aim to complete full implementation by end of 2025.

Product	Accessibility level	Limitations
Applicant Tracking System "Just Hire"	WCAG 2.1 Level AA	Currently, only the main user paths are compliant. Softgarden is working on the full compliance throughout 2025.
Career Site Pro – Admin Interface	WCAG 2.1 Level AA	As a content management tool, the Admin interface of the Career Site Pro is not required to fully conform to WCAG standards. However, a minimum level of accessibility is being ensured through limited support for essential features such as keyboard navigation and ARIA attributes.
Career Site Pro – Page Builder	–	As a content authoring tool, the visual Page Builder of the Career Site Pro is not required to fully conform to WCAG standards. However, a minimum level of accessibility is being ensured through limited support for essential features such as keyboard navigation and ARIA attributes.
Referral Manager – Admin Interface	–	Currently not compliant. Softgarden is working on this throughout 2025.
Agency Solution	–	Currently not compliant. Softgarden is working on this throughout 2025.
Onboarding Solution – Admin Interface	WCAG 2.1 Level AA	

3. Conformance Statement

Softgarden declares that its products with the limitations listed above conform to **WCAG 2.1 Level AA**. This conformance is based on automated testing and internal accessibility audits.

This declaration affirms that:
- **Full pages** are evaluated and conform to the stated level.
- **Complete processes** (e.g., job application process) are accessible from start to finish.
- Content is provided using **accessibility-supported technologies**.
- Any non-conforming content does **not interfere** with the accessibility of the rest of the page.