



# Global Accessibility Policy Framework

Pearson is the world's learning company. We help people progress in their lives through learning by improving access and outcomes in education and the workplace.

In support of Pearson's global responsibility to all learners, we are committed to providing products that are accessible to users with disabilities. Our commitment is woven into the fabric of our learning materials, development processes, innovation efforts, employee culture, and partnerships.

Recognizing that accessibility is a constantly evolving landscape, we will make every effort to meet, update and improve our policy framework as the technology and the user needs change.

To ensure that we are meeting our accessibility commitments, each business unit within Pearson will create and implement policies and processes that align to their specific customers, geography and regulatory environment. Specifically, each Pearson business unit will maintain and implement internal policy that describes how it will comply with this global accessibility policy framework:

- Specific accessibility standards, guidelines, and other requirements the business will follow to ensure that products and services are accessible to individuals with disabilities
- Plans for communication, training, and outreach internally/externally
- A governance structure that will ensure and oversee execution of their business-specific policy
- An independent audit protocol to ensure accessibility standards are being met
- A mechanism to create and maintain product roadmaps that track progress towards full accessibility standards-compliance, including appropriate plans for legacy courseware and materials

As part of the implementation of this global accessibility framework, Pearson has created a Global Accessibility Steering Committee comprising members representing businesses and enabling functions from across Pearson. The charter of the Global Accessibility Steering Committee includes:

- Providing guidance and support for each business' specific accessibility efforts.
- Reviewing business-specific accessibility policies
- Performing audits of each business group and geography to ensure that accessibility policies are being implemented.