

ACCESSIBILITY POLICY FOR TRAINING SERVICES FOR PEOPLE WITH DISABILITIES

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Energy

Fives ProSim

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1. COMMITMENT TO ACCESSIBILITY

Fives ProSim training organization recognizes and respects the diversity of learners, including those with disabilities. We are committed to providing accessible and inclusive training services that enable all individuals, regardless of their abilities, to fully participate in our programs.

Guiding principles:

1. **Universal Accessibility:** We are dedicated to adopting a universal accessibility approach in the design, development, and delivery of our training programs, ensuring they are accessible to all without the need for specific adjustments.
2. **Accessible Communication:** We strive to provide accessible communication to all learners, using clear language and alternative formats when necessary.
3. **Adaptation of Training Materials:** We are committed to delivering training materials tailored to the specific needs of learners with disabilities.
4. **Access to Facilities:** We ensure that our training facilities are accessible to people with disabilities, with ramps, elevators, adapted restrooms, and an obstacle-free environment.
5. **Staff Training:** We provide our staff with resources and best practices on accessibility, raising awareness of the specific needs of learners with disabilities and enabling them to adapt training support as needed.

2. SUPPORT PROCESS

Learners with disabilities are encouraged to inform the training organization of their specific needs from the beginning of the enrollment process. We implement a personalized support process to discuss necessary adaptations and ensure an inclusive learning environment.

Our adaptation and support process begins as soon as we receive your request to ensure an accessible training experience tailored to your specific needs. Below are the steps we follow to ensure optimal support:



- **Identification and Understanding of the Disability:** This first step is crucial to identifying specific challenges and barriers the learner may face, allowing us to define the best support strategies.
- **Needs Assessment and Feasibility Study:** We conduct a needs assessment to determine necessary adaptations and ensure a smooth and effective learning experience. This step allows us to assess the feasibility of the solutions within your training context.
- **Proposal of Individualized Solutions:** Based on our analysis, we propose customized adaptations in terms of pedagogy, teaching techniques, and organization, ensuring a conducive environment for the successful delivery of the training.

3. ADJUSTMENTS AND SUPPORT MEASURES

We are committed to making our training accessible to all by adapting our services to the specific needs of each learner with a disability. We offer tailored support measures to overcome training barriers and ensure an inclusive learning journey. These measures are designed to be compatible with our simulation software, ensuring that disabilities do not hinder effective use.

- **Educational Adjustments:** We tailor teaching methods and educational materials to meet the specific needs of each learner, considering their abilities and preferences. Our trainers follow customized guidelines to adapt training materials accordingly.
- **Technical Adjustments:** For on-site training, our facilities are adapted to provide a comfortable and secure learning environment. For remote training, a connection test is conducted in advance to ensure proper functioning of the equipment.
- **Organizational Adjustments:** We adjust training schedules, include rest periods, and modify the learning pace to accommodate fatigue or other constraints related to the disability.



4. ACCESS TO FIVES PROSIM OFFICES

Fives ProSim is an SME with offices located at 51 Rue Ampère, Immeuble Stratège A, 31670 Labège.

The Fives ProSim offices are situated on the 2nd floor of Immeuble Stratège A. The building has two entrances, one of which is accessible for people with disabilities and is located at the rear of the building. The main entrance is at the front, next to the LCL bank. Inside the building, the 2nd floor can be accessed either via stairs or the elevator.

5. ONGOING REVIEW

This accessibility policy for training services will be reviewed regularly to ensure compliance with current standards and to make any necessary improvements.

6. TRAINING TEAM CONTACT INFORMATION

For any questions related to the accessibility of training services, please contact our training team via email or phone: fives-prosim.training@fivesgroup.com – 05 62 88 24 30.

