



# 2.0

# OPEN Disability

## Tenets & Action Items

In 2020, Omnicom created OPEN 2.0, our renewed commitment to diversity, equity and inclusion companywide. We evaluated our prior diversity commitments and developed a plan that would integrate DE&I into the heart of Omnicom through Culture, Community, Clients and Collaboration. As OPEN 2.0 evolves and grows, we must be more intentional on how disability inclusion is reflected in our plan.

Our newly developed plan to achieve this goal is called OPEN Disability 2.0 – a focus on putting disability at the center of our business priorities. Built in collaboration with OPEN Disability, our global disability employee resource group (ERG), these goals declare and define our path to becoming a more equitable Omnicom, with disability inclusion front of mind.

# 3 Tenets

## Talent

Intentionally recruit talent with disabilities across the Omnicom network by collaborating with trusted partners within the disability community. We will refine our hiring tools and process to be more accessible for those with disabilities. Additionally, develop and promote Omnicom’s disability community, ensuring mentorship, peership and tools to be successful throughout the career cycle.

## Tools

Create an accessible, inclusive workplace that allows talent with disabilities to thrive at Omnicom by acknowledging their needs and partnering to address them. Omnicom will provide the safe environment, resources and tools needed, working with the disability community to create a workplace and career experience that they can feel proud of.

## Training

Nurture a culture of understanding, allyship and inclusion through training and education that centers on disability inclusion. Training would be required by all Omnicom leaders and employees annually as part of OPEN 2.0 training. Through learning and development, the Omnicom community will become more knowledgeable on disability inclusion and related themes, strengthening interactions and relationships.

## Action #1: Governance and Accountability

Appoint a working group within Omnicom that will focus on the accessibility and disability needs of the global company. They will be responsible for the progress of this Disability 2.0 plan.

- These leaders would report into senior leadership, working side by side with DEI and HR.
- Ideally the leader/leaders would be disabled or include individuals with a disability.

Establish clear disability KPIs in alignment with the Valuable 500 KPIs and track them consistently, beginning in 2023 with twice yearly reporting.

Ensure that OMC's Supplier Diversity and Inclusive Work efforts have clear processes and goals for disability inclusion.

## Action #2: Accessible Workplaces

Invest in an accessibility audit that will identify opportunities to create more inclusive Omnicom office locations.

Work with a built-environment partner who can recommend basic facility workarounds as well as wider changes and longer-term solutions.

Develop global & local guidelines to overcome workplace barriers that would be provided to offices across the network.

## Action #3: Recruitment and Development

To attract more talent with disabilities, accessibility principles need to be implemented in our recruitment and hiring practices. This includes ensuring all job portals are accessible and HR teams attend mandatory disability training.

Develop a centralized, streamlined and safe way to disclose a disability or ask for an accommodation.

Provide an employee handbook that details solutions and provisions for employees with disabilities.

Ensure disability representation across Omnicom development opportunities, including Omnicom University, conferences and workshops.

## Action #4: Training

Ensure global DE&I training includes disability perspective and themes and is required annually along with OPEN 2.0 training.

Invest in specific and mandatory trainings for key departments including Legal, DEI, Real-estate as well as C-Suite leadership.

In partnership with OPEN Disability, develop guidelines, checklists and resources to help build understanding and confidence.

## Action #5: External Accessibility

Assess all Omnicom websites for accessibility and ensure they are at least AA compliant within the Website Content Accessibility Guidelines (WCAG) by the end of 2023. Begin with Omnicom's corporate website.

- This onus and expenditure should be on each individual agency/division. E.g. Interbrand Group invested in web access enhancements in 2021.

Ensure that all events hosted by Omnicom are fully accessible.

- Create/Provide an accessible event guide that all agencies can reference.
- As much as possible ensure that external events sponsored by Omnicom are also fully accessible.

All communications (including memos, reports and social media content) released by Omnicom should be fully accessible.