

THE MAGIC OF DISNEY

ACCESSIBLE TO ALL

A REPORT ON DISNEYLAND® PARIS'
COMMITMENT AND ACTIONS TOWARD
INCLUSION AND ACCESSIBILITY





Providing wonder and magic for all of our guests

At Disneyland Paris, we believe magic should be something everyone can experience. Every day, we work to make sure all our guests—no matter their needs—can enjoy everything Disney has to offer. Our goal has always been to make sure that everyone feels at home in our Parks, without exception.

Whether it's through our specialized program that lets guests with disabilities tailor their visit to their own level of comfort, or our continued efforts to foster an inclusive environment for our Cast Members, we're making progress together.

Every decision we make is guided by this commitment, with the safety and comfort of all in mind. Thanks to this collective effort, we're proud to welcome more guests with different needs and ensure our teams feel supported and included.

For us, the challenge goes beyond addressing current needs. We're building a future where Disneyland Paris will be even more accessible, breaking down barriers and making sure that every experience is within reach for everyone. This commitment is at the core of our vision, and we continue to explore new ways to move forward.

I'm excited to invite you to learn more about the steps we're taking to make Disneyland Paris a place where everyone feels truly welcome and included.

Natacha Rafalski,
Présidente, Disneyland Paris

KEY FACTS

A commitment since 1992

1993 : Signature of the first Disability Agreement for work inclusion and implementation of Disneyland Paris' Mission Handicap

Both Disney Parks have received the "Tourism and Handicap" state brand since July 2004 for their compliance with French accessibility standards

The **French Guide and Assistance Dog Association** recognized Disneyland Paris with an **"Accessibility Trophy"** in 2023 for its actions to support guests

A "Favorite" Award from the "Tourism and Handicap" brand for Mickey and the Magician show in French Sign Language

More than **200,000** access cards provided in 2023 to welcome guests with disabilities and long-term illnesses

5,66% Cast Members with disabilities between 2019 and 2023

More than 375 recruitments of Cast Members with disabilities between 2019 et 2023

All Cast Members in direct contact with guests receive training to welcome guests with disabilities



At Disneyland Paris, we are committed to providing a magical experience for all. MagicALL is how we describe the collection of offerings and services that we continually refine to create an accessible environment in support of both guests and Cast Members with disabilities as well as community organizations.

We've placed inclusion at the heart of everything we do and are committed to creating an environment where everyone feels welcome and belongs.

We understand that individuals and communities have specific and unique needs and preferences. As we continue to grow and develop our offerings, accessibility and creating a welcoming place for all remains one of our top priorities for our guests, Cast Members and the community.

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PART 1

OUR ACCESSIBILITY APPROACH

putting guest autonomy at the forefront

At Disneyland Paris, we are constantly pushing ourselves to go further in ensuring magic is accessible to everyone. Since 2004, the resort has received the Tourism and Handicap state brand for its compliance with French accessibility standards.

In 2023, Disneyland Paris provided more than 200,000 access cards to welcome guests with disabilities and long-term illnesses, as part of the MagicALL program. Disneyland Paris is further evolving its approach to accessibility for continued improvement, and as part of our compliance with the government's Programmed Accessibility Agenda we have invested to make our destination even more accessible.

With the knowledge and experience gained in more than thirty years of welcoming guests with disabilities, and the constant dialogue with experts and organizations, the company ensures that priorities are integrated into every aspect of the resort's infrastructure, its guest services, and in the company's relationship with its Cast Members.

Disneyland Paris no longer determines access to attractions based on disability categories, but allows guests to evaluate their own autonomy to determine which attractions they can experience. As part of this transformation, we have widened access to attractions for guests with disabilities. To ensure the success of this approach, and increase the number of

attractions accessible to guests with disabilities, we continue to make additional investments in the training of our Cast Members, and we continuously improve procedures for boarding and evacuating attractions with our safety and rescue teams.

This approach to accessibility enables us to provide a range of offers and services that are constantly optimized to create an accessible environment for our guests with disabilities at every step of their customer experience. From booking through to after-sales service, and even during their stay, our guests are supported and provided with services and offers adapted to their needs, to make their experience as magical as possible.

IN A NUTSHELL...

Focus on guests' self-reported autonomy



Increase the number of accessible attractions by revising priority and easy access conditions and evacuation procedures



Provide the choice for guests with disabilities to be accompanied on attractions or not



Provide a 25% discount for guests with disabilities presenting official documentation and for one potential accompanying careperson



INFORMING GUESTS OF ACCESSIBILITY MEASURES

Thanks to our dedicated “Guest Accessibility” team, Disneyland Paris offers a range of services to accommodate guests with disabilities during their visit.

Access to practical information about dedicated services for people with disabilities is available in accessible forms, to prepare for their visit to Disneyland Paris with peace of mind.

Our website offers practical information, available in seven languages, where guests can access and download accessibility maps of the Disney Parks as well as accessibility guides and a version adapted for the visually impaired and blind, as well as the “Blue Book” for those on the



autism spectrum or with cognitive impairments and their carers. We also aim to comply with accessibility standards. In addition, Disneyland Paris has created an image bank representing attractions and experiences at both parks for use by guests who have difficulties communicating. It is available for free download on the resort’s website.

- ◆ Information is also available from our telephone helpline and at the entrance of each of our attractions. Our guests can also apply for their
- ◆ Priority Card online before their visit, using the questionnaire provided.

Through our reservation office, specifically via a special e-mail address, guests with disabilities can:

Book accessible rooms,

Be put in contact with suppliers to rent medical equipment in advance,

Find out about the Priority and Easy Access Cards that we offer,

Access after-sales service in French Sign Language, cued speech or simultaneously transcribed language.

From adapted transportation options to every aspect of the experience in our parks, restaurants, hotels and shops, Disneyland Paris’ comprehensive accessibility approach aims to provide a seamless journey for our guests.

This process of continuous improvement extends to both our guests and our partners, including tour operators and approved travel agencies.



ACCESS CARDS

PRIORITY CARD

The Priority Card allows guests and up to four accompanying guests to experience priority access to attractions, meet and greets, entertainment offerings and check out in shops, restaurants, and information offices. As part of the resort’s accessibility approach, guests are no longer required to provide details on their condition when requesting a Priority Card. However, all guests with disabilities will be asked to fill out a questionnaire to determine their level of autonomy - corresponding to a color code.

According to the color code ranging across five levels of autonomy, Cast Members working at attractions will know exactly how to accommodate the guest in terms of boarding and evacuation. Guests will have to present a Mobility Inclusion Card or another official document attesting to a disability. Medical certificates are no longer accepted. Guests with official documentation and one carer can benefit from a 25% discount for entry to both of our parks.

EASY ACCESS CARD

This card allows a guest and up to four accompanying guests to have facilitated access to attractions. Only those with long-term diseases (ALD), included in the list of 30 disabling long-term diseases recognized in France and able to present proper documentation showing an official disease number, may obtain an Easy Access Card. No specific information on their medical condition is required.

FOR ARRIVAL BY TRAIN OR BY CAR, ADAPTED TRANSPORTATION ALLOWS EASY ACCESS TO THE RESORT

The Marne-la-Vallée – Chessy RER and TGV stations have services and adapted equipment for people with disabilities.

Upon arrival at these stations, guests are welcomed by a free shuttle service with wheelchair-accessible vehicles, and seating reserved for guests with disabilities is available at Disney Parks and Disney Hotels, with the exception of Disney's Davy Crockett Ranch. Accessible minibuses are available on request for guests with oversized wheelchairs.

Accessible parking spaces are available for guests with vehicles upon presentation of a Mobility Inclusion Card (parking notice) or a European Parking Card.

UPON ARRIVAL AT THE PARKS, ADAPTED FEATURES SIMPLIFY ACCESS

As soon as they arrive, guests with disabilities can obtain a Priority Card or Easy Access Card that allows them, among other things, to access attractions through specially designed entryways. These cards can be found at park entrances priority desks or at hotel reception and concierge service areas.

Our guests also have access to the parks' accessibility maps and accessibility guides, with all essential information about the accessibility for each attraction. Guests may also request their Priority Card online in advance of their arrival and pick it up at Disneyland Paris.

In addition, Annual Passholders can also obtain access cards specific to their needs that are valid for the duration of their Annual Pass.



FOCUS ON ATTRACTION ACCESSIBILITY

“ Our dialogue with Disneyland Paris is continuous, which pushes the subject forward. When I realized, a few years ago, that families were being separated because certain attractions could not board more than one disabled person at a time, for example, we agreed to sit around the table and find a solution. As is often the case, the reasoning was linked to safety. With that in mind, Disneyland Paris worked to modify its ride vehicles and especially by hiring more rescue workers in case of evacuation. Families and groups can now enjoy the rides together! This is the reason why accessibility at Disneyland Paris is one of the best in Europe, if not THE best. A person with disabilities can truly have an unforgettable experience there. That’s the goal. ”

Michaël Jeremiasz,
Paralympic wheelchair tennis champion

Year after year, Disneyland Paris teams work to improve accessibility to attractions. The goal is simple: to enable as many people as possible to experience the magic of Disney with autonomy, safely.

Some of our attractions are designed to allow wheelchair users either to transfer from their wheelchair to the accessible seat or to board the vehicle while in their wheelchairs. Guests using wheelchairs who are able to transfer themselves can now enjoy many activities offered at both parks. Some attractions still require guests to be able to walk between the wheelchair and attraction vehicle, making them accessible only for those who can transfer.

Guests with mental, visual and hearing impairments can also access all attractions in both parks.

Additionally, guide and assistance dogs are allowed in 40 shows and attractions and audio description will also be expanded allowing guests with visual impairments to experience our attractions, restaurants and themed lands in even more autonomous ways.

ACCESSIBILITY AND SAFETY

The safety of our guests is our top priority. With that in mind, the access conditions to each attraction are determined according to strict safety requirements. The evacuation procedure is different for each attraction. For some, it may consist of walking along corridors or climbing down a ladder alone, or even moving through tight and dark spaces. Sometimes, it may require spending several minutes at a higher elevation. The Cast Members from our rescue and evacuation teams are regularly trained to handle guests with all types of disabilities.

Each attraction is subject to an in-depth audit conducted with the help of Fire Rescue Operations Cast Members employed by Disneyland Paris. Access and evacuation conditions for certain levels of autonomy are decided upon following this audit, with the safety of our guests as the top priority.





“ Integrating deaf culture into our shows allows entire families to share the same emotions. It also opens up new artistic perspectives. ”

Candide Ohannessian,
Entertainment Special Event Manager

INNOVATIONS IN ADAPTED ENTERTAINMENT

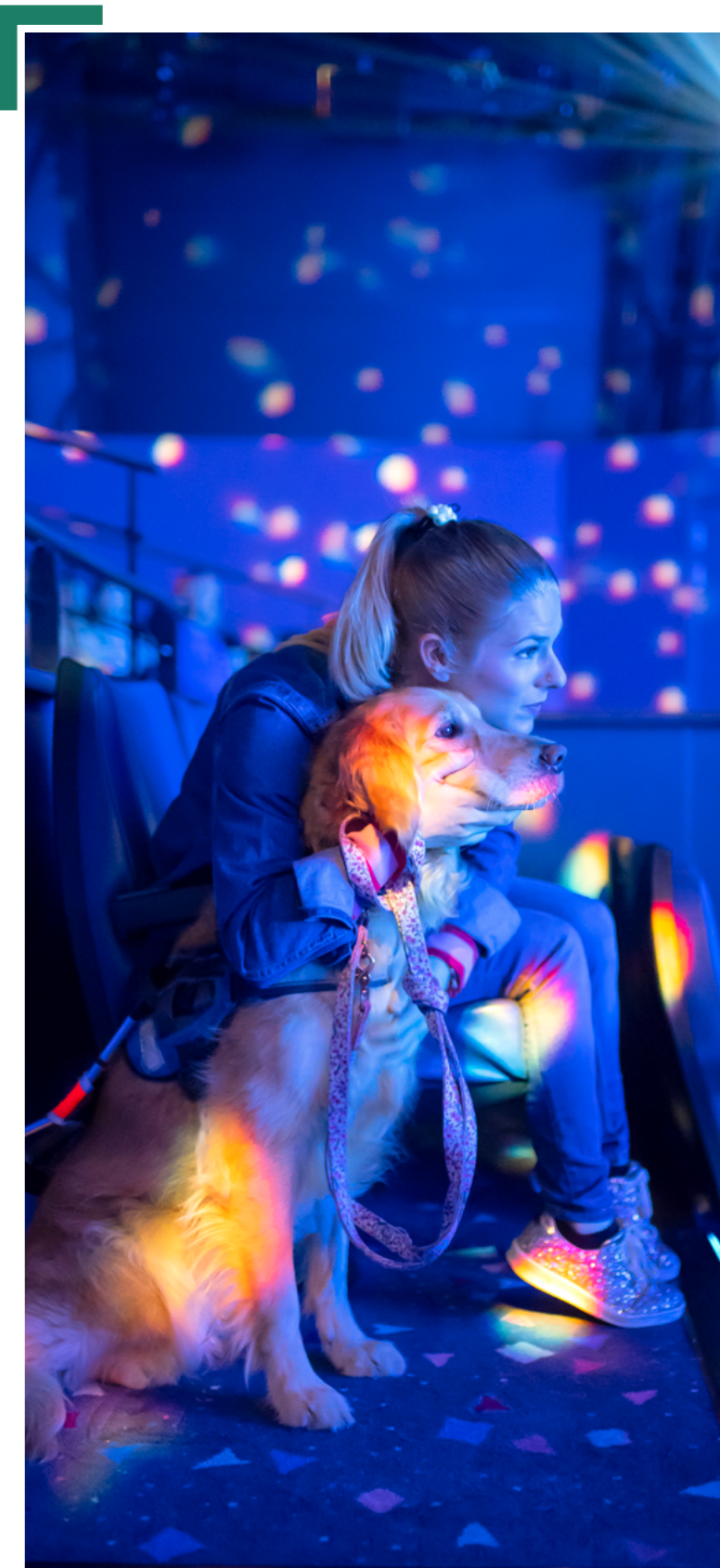
The entertainment offerings at Disneyland Paris are designed to be enjoyed by all of our guests. Places are reserved for guests with disabilities in theatres and during parades, allowing them to make the most of these magical moments.

A special effort has also been made so that shows are accessible to as many people with hearing impairments as possible, with the vast majority of our performance venues being equipped with an audio induction loop for the hearing impaired.

Maximizing the accessibility of our approach has steered us towards new ideas to develop inclusive, innovative shows. As an example, *Mickey and the Magician* and *Alice & the Queen of Hearts: Back to Wonderland* are offered in French Sign Language narration. Meanwhile *The Lion King: Rhythms of the Pride Lands* incorporates a sign language song performance by deaf performers.

Our *Mickey and the Magician* show also now includes audio description services in French and English thanks to the Audiospot application. This inclusive offering allows those with visual impairments to discover and rediscover a fan-favorite show.

All of our show teams also receive awareness training to welcome and integrate actors with disabilities.



ACCESSIBILITY IN OUR PARKS

SPECIFIC MEASURES FOR OUR ACCESSIBILITY IN OUR SHOPS

Our shop accessibility policy encourages customer interaction and ease of movement both in the spaces themselves and while paying at the registers.

“Double-sided” registers adapted for wheelchairs on both the guest and the cashier sides are being installed in our shops, which are also equipped with fitting rooms for guests with disabilities. Some shop registers are also equipped with audio induction loops for guests with hearing impairments, allowing for better interaction between our guests and their cashier.

In addition, all of our guests can benefit from our Shopping Service which allows them to collect their purchases at the end of the day or have them delivered to our Disney Hotels, for purchases of 50€ or more before 3pm. This service aims to allow our guests to enjoy the Disneyland Paris experience without holding all of their collectibles and souvenirs for the full day.

DINING AREAS DESIGNED TO BE ACCESSIBLE TO ALL GUESTS

The needs of our guests with disabilities are considered at every stage of the dining experience. In most restaurants, access to the registers and counters is facilitated by the installation of priority queues and audio induction loops for guests with hearing impairments. This includes wide aisles to accommodate wheelchairs and other equipment as needed, in addition to accessible signage for clear understanding of our offerings.

Our restaurants are also equipped with accessible serving areas and table seating where applicable. All in-park restaurants are equipped with audio description of the location and interactive audio menus so that all guests can feel immersed in our dining experience.



OTHER MEASURES IN PLACE

Audio description is available in our themed lands and in our hotels to describe the surrounding environment. Certain attractions are also equipped to provide a more immersive experience with audio description inside for those who are visually impaired.

children three years or older with a disability, equipped with a lift, an adjustable bed and bathroom facilities that meet the standards for people with reduced mobility.

Disneyland Paris also now offers Virtuoz. Thanks to a console with several interchangeable 3D printed maps accompanied by audio, guests can easily find their way around the parks and navigate on their own. This free service is available to our visually impaired guests at City Hall and Studio Services, upon request. Maps of our table service and buffet restaurants are available, as well as each land in Disneyland Park and Walt Disney Studios.

In addition, Disneyland Park is now equipped with a dedicated changing area for guests with disabilities and special needs in the First Aid Center. This private area is available for guests who need a space to provide care for adults or



ACCESSIBILITY IN OUR HOTELS

Accessibility receives the same level of attention as every other aspect of our guests' journey, including our hotels, which are an integral part of the Disneyland Paris experience.

Each renovated hotel features equipment that is adapted to accommodate people with disabilities. This equipment is being rolled out at all hotels.



OUR HOTELS OFFER THE FOLLOWING SPECIALLY DESIGNED FACILITIES:

- ◆ Most reception areas are equipped with accessible counters and Access Cards can also be issued by reception and the concierge service.
- ◆ Some Disney Hotel lobbies and restaurants also have audio description services for blind and visually impaired guests. This offering will soon be available at all Disney Hotels.
- ◆ Maps of some of our Disney Hotels are now available on VirtuoZ.



ACCESSIBLE ROOMS WITH:

- ◆ floor-level showers,
- ◆ device kits for the hearing impaired,
- ◆ a braille dot on each key not fitted with RFID,
- ◆ large-button telephones and remote controls,
- ◆ welcome kit for assistance and guide dogs,
- ◆ aquatech bath lifts for guests who prefer rooms with bathtubs.



SWIMMING POOLS IN MOST HOTELS PROVIDE:

- ◆ manual wheelchairs for use in wet areas,
- ◆ swimming pool lifts,
- ◆ accessible toilets and changing rooms,
- ◆ crates for guide or assistance dogs,
- ◆ changing rooms with access to nearby first aid.

TRAINING OUR CAST MEMBERS TO WELCOME THOSE WITH DISABILITIES

We have 18,000 Cast Members. While some of them have been with the company for a long time, others have just joined us. No matter their tenure, all of our Cast Members are made aware of accessibility considerations in order to welcome our guests and to respond to any needs that they may have. This training policy applies across the board at Disneyland Paris, from career development to system improvements.

Many Cast Members are offered various training modules covering the welcoming of guests with disabilities, accessibility procedures, special features of the accessible registers in shops and restaurants, and specific offers provided by customer service advisors at the Central Reservations Office.

Since 2018, more than 9,500 Cast Members have completed new accessibility training, which includes raising awareness of Disneyland Paris' accessibility policy and training on welcoming guests with disabilities. The course enables Cast Members to learn about different types of disabilities, learn more about the services available for guests and understand best practices designed to make their experiences even more magical.

The training program is growing and adjusting all the time, with the aim of improving our procedures and infrastructure according to the latest industry standards and needs expressed by guests with disabilities. In 2024, Cast Members in direct contact with guests will be trained - or retrained - and educated in the various types of disabilities, in the implementation of best practices designed to facilitate and make the experience of our guests even more magical, as well as in the various services available to them.





PART 2

ACCESSIBILITY AND OUR CAST MEMBERS

Promoting the inclusion of Cast Members with disabilities

Disneyland Paris' human resources management policy firmly supports the integration of its Cast Members with disabilities through the efforts of a dedicated in-house team known as Mission Handicap. In 1993, the first company agreement on employee accessibility was signed. Since the opening, ten agreements have been signed, with the most recent in December 2022, with new initiatives in favor of recruiting, integrating and supporting Cast Members with disabilities throughout their careers.

The Disneyland Paris workforce is currently made up of 5.66% Cast Members with disabilities, including 375 recruitments across all lines of business - surpassing the original commitment as outlined in the latest company agreement.

We will continue to adapt our Cast Members' workspaces and responsibilities to best meet their abilities so they may grow and thrive in a welcoming and inclusive environment.

Disneyland Paris has also signed the Cancer

and Employment Charter as a commitment to improve workplace well-being and encourage the return to work of its Cast Members diagnosed with cancer. Identified as a disabling illness, cancer is taken into account when obtaining recognition as an employee with disabilities. Therefore, Cast Members diagnosed with cancer are supported by Mission Handicap with regard to the workplace adjustments recommended by an occupational physician, such as equipment, schedules, and management awareness throughout their entire illness.

Disneyland Paris offers tailor-made solutions, adapted to each individual's needs, in collaboration with occupational physicians, social workers, human resources, the Mission Handicap team and managers. This can include but is not limited to adjustments to working hours, adapted work locations to meet employee needs, part-time work, payment of a cab for home-to-work journeys and paid leave of absence. These are just a few examples of the measures offered to help reconcile illness and professional life.



INCLUSION THROUGH EDUCATION OF OUR CAST MEMBERS

Disneyland Paris carries out its inclusion policy by educating Cast Members on integrating and accommodating persons with disabilities within the company. Since 2016, Disneyland Paris has provided training to its recruitment professionals and human resources business partners to help them better understand the process of integrating employees with disabilities.

Cast Members with disabilities are offered the opportunity to take the “Living and Sharing your Disability Situation at Work” training course. Our managers are also trained to manage a team including Cast Members with disabilities. In 2021, we launched an e-learning module called “Handiscovery”, which can be done alone or in teams and is accessible to all employees to better understand different types of disabilities. This module is supplemented by specific capsules, for example on “Dys” disorders and chronic illnesses. In 2023, the Parks Operations management team benefited from a tailor-made training course designed to help managers and team leaders understand and support employees with disabilities in the workplace - such as those on the autism spectrum or with psychological vulnerabilities - as well as their teams. This training program is due to be extended to other operational sectors at a later date.

Along with these training modules, we organize informational events, including workshops and immersive experiences, encouraging Cast Members to engage in discussions on disabilities and accessibility. This happens notably during European Disabled Employment Week and DuoDay, an immersive day for those with

handicaps to discover jobs at the resort – both of which take place every November. Mission Handicap also regularly publishes information on specific disabilities in order to raise employees’ awareness.

In addition to our training courses, in December 2023, Disneyland Paris organized a forum on accessibility, enabling Cast Members to discover the tools available to our guests with disabilities, such as audio description and the tablets with 3D maps for our visually impaired and blind guests, to meet the French National Guide Dog Association and to attend educational conferences. Raising awareness and informing our Cast Members is an integral part of our commitment to accessibility.

Did you know ?

To create an inclusive environment for deaf and hearing-impaired Mickey and the Magician and The Lion King: Rhythms of the Pride Lands performers, all technical, artistic and management Cast Members took part in learning introductory French Sign Language. Translators were also involved in costume fittings and rehearsals so that our performers could communicate with all team members and feel empowered to take part in these processes.

ONGOING MEASURES TO ACCOMMODATE CAST MEMBERS WITH DISABILITIES

Disneyland Paris relies on a range of measures to adapt work to the individual needs of Cast Members.

- ◆ If the Cast Member is obligated, for medical reasons, to use the services of a taxi or special transportation providers for home/work journeys, the cost may be compensated up to a maximum of 5,000 euros over a period of 6 months per year (consecutive or otherwise).
- ◆ A subsidy program offering up to 6,000 euros over three months is available to support costs of adapting vehicles.
- ◆ For purchasing auditory devices, Disneyland Paris offers up to 1,000 euros in subsidies per device. For hearing aids, assistance is provided for the purchase of batteries, remote controls and other small items, up to a maximum of 300 euros over the duration of the agreement.
- ◆ Disneyland Paris contributes up to 7,000 euros per wheelchair. Repairs and small items of equipment for wheelchairs will be covered up to a maximum of 1,000 euros.
- ◆ Five to six days' paid leave are provided to enable disabled employees to carry out administrative or medical procedures.
- ◆ Cast Members who have children, a spouse or a parent with disabilities may request changes in work hours as well as a leave of absence of five days per year. Cast Members with a spouse or parent with disabilities may benefit from a two-day leave of absence to aid their loved ones.
- ◆ Additional stipends are available to complete the base compensation for Cast Members who take parental leave to care for a child with disabilities. This stipend may amount to as much as twice the minimum wage for as long as 60 days. This additional stipend also applies in the event of leave for family caregivers.
- ◆ Cast Members are compensated up to 5,000 euros for costs linked to a change of residence to live closer to their workplace due to their disability or that of a family member, or to live closer to the institution attended by their child.
- ◆ If an adapted driver's license is required to access the Company, Mission Handicap will contribute up to 1,000 euros.
- ◆ Carers are supported thanks to dedicated guides, support from the Mission Handicap team, specific measures such as days of authorized paid absence, and internal communications to raise awareness on the subject. In 2023, a platform was set up to bring together all existing tools and external resources.
- ◆ Disneyland Paris' human resources management policy remains conscious of all disability needs, from team training to creating tools that facilitate the integration of Cast Members with disabilities.



JOB RETENTION AND RECLASSIFICATION FOR CAST MEMBERS WITH DISABILITIES

Disneyland Paris devotes itself to retaining or reclassifying Cast Members who encounter disability or illness after their arrival at the company. This commitment is reflected in a dedicated person who assists in personalised training and professional development projects. These training programs are offered, whenever necessary, to facilitate the reclassification of an employee with a declared disability, with the possibility of completing a skills assessment and retraining period. More than 100 Cast Members benefitted from this personal support in 2023.



PART 3

YOUTH AND COMMUNITIES

Our commitment to young people with disabilities

Disneyland Paris also contributes to the education and professional development of young people with disabilities through several programs. In partnership with La Fédé 100% Handinamique since 2016, Disneyland Paris participates in a scholarship program that allows a dozen students each year to fund accommodations for their studies, such as an adapted computer, software, tutoring hours, and mobility assistance.

Additionally, many young people with disabilities are invited every year to discover our career opportunities. Youth from middle schools and high schools have the opportunity to discover several professions and talk with our Cast Members during day-long workshops. With ARPEJEH - Accompanying the Studies of Youth and Students with Disabilities - we also set up workshops to help high school and university students with interview preparation and resume writing.

Since 2022, Disneyland Paris show teams, have participated in workshops to help raise awareness of disabilities affecting sensory perception. A customized music and dance discovery workshop for a dozen children and, most recently, the chance for families to experience an adapted version of the Let's Sing Christmas show.



Every year, during European Disabled Employment Week (“SEEPH”), a number of actions are organized in collaboration with specialized organizations to raise awareness and promote access to training and employment for people with disabilities. Coaching sessions for high school and university students organized with ARPEJEH - *Accompanying the Studies of Youth and Students with Disabilities* - the participation of a group of Cast Members in DuoDay, and a backstage solidarity market highlighting the work of ESATs (establishments offering professional support for persons with disabilities) give our Cast Members a different perspective on disability.

As part of our efforts to raise awareness of disability among young people, 150 middle school students attended a special day in April 2023, where they had a presentation by Paralympic athlete Michaël Jérémiasz on his career, took part in a quiz on disability and were introduced to wheelchair basketball by two Paralympic champions.

In addition, Disneyland Paris maintains a procurement policy privileging companies with inclusive policies hiring people with disabilities. The teams strive to work with suppliers from the “protected and adapted” sector, in which disabled employees represent 80% of the workforce and are provided adapted conditions.

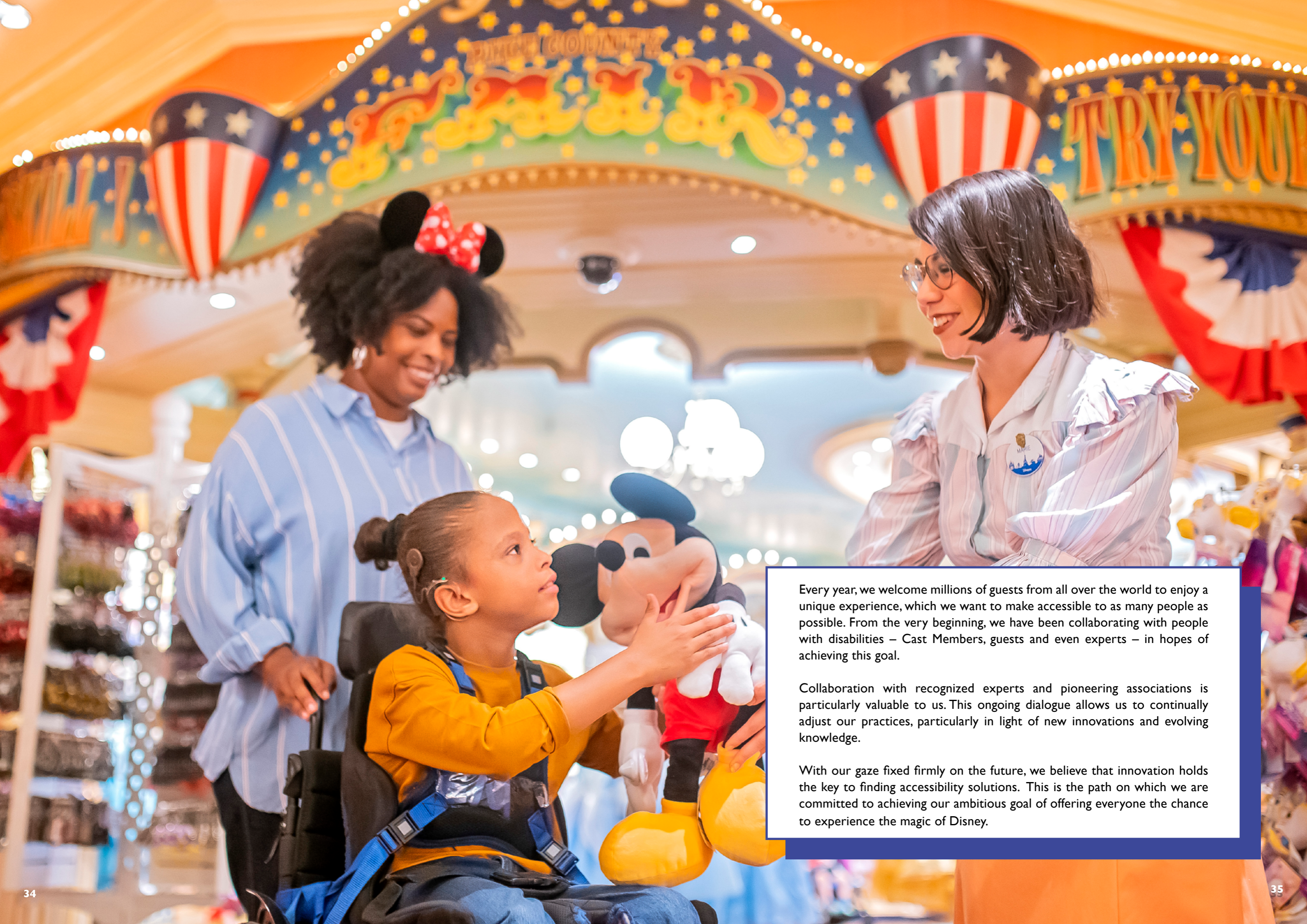
In 2023, these contracts represented 1.85 million euros spent working with several companies involved in the fields of groundskeeping, hygiene products, paper recycling and IT services.

This collaboration goes beyond those based on a formal contract. For the past two years, ESATs – including the Val d’Europe ESAT – has been invited to take part in a solidarity market to showcase products made by their employees during European Disabled Employment Week and other special events like Earth Month. This is also an opportunity for Cast Members to find out more about the missions of an ESAT and Disneyland Paris’ commitment to these partners.

Discovery visits have also been organized in collaboration with ARPEJEH - *Accompanying the Studies of Youth and Students with Disabilities* - and the National Institute for Visually Impaired Youth. The aim was to introduce these young people to the business world and to the measures in place to accommodate their disabilities, while allowing them to enjoy our parks and hotels. These days enabled them not only to meet our professionals, but also to use the Virtuoz and Audiospot devices to make the most of their visit.

Particularly committed to the inclusion of young people and the success of their personal and professional projects, our company regularly offers young people with disabilities the opportunity to take part in activities enabling them to discover different fields through conferences or meetings. Whether it’s a conference with a National Geographic explorer, a plant discovery workshop or a meeting with Paralympic champions, each action aims to inspire and support them in building their project.





Every year, we welcome millions of guests from all over the world to enjoy a unique experience, which we want to make accessible to as many people as possible. From the very beginning, we have been collaborating with people with disabilities – Cast Members, guests and even experts – in hopes of achieving this goal.

Collaboration with recognized experts and pioneering associations is particularly valuable to us. This ongoing dialogue allows us to continually adjust our practices, particularly in light of new innovations and evolving knowledge.

With our gaze fixed firmly on the future, we believe that innovation holds the key to finding accessibility solutions. This is the path on which we are committed to achieving our ambitious goal of offering everyone the chance to experience the magic of Disney.



disneylandparis.com



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