



Access4you® Workplace

**FOR AN INCLUSIVE
CORPORATE
CULTURE**

“Persons with disabilities present business and industry with unique opportunities in labor-force diversity and corporate culture, and they’re a large consumer market eager to know which businesses authentically support their goals and dreams.

Leading companies are accelerating disability inclusion as the next frontier of corporate social responsibility and mission-driven investing.”

(Ted Kennedy, Jr.)



The problem

01

There are few accessible buildings and no information on inclusive workplaces.

02

Many people think that accessibility is not worth it or they cannot provide adequate position for people with special needs.

03

There is no common language and knowledge about accessibility, which easily leads to misinformation.



People with special needs as workforce

Many people with special needs have the intellectual capital that can contribute to the growth of any company or organization. In addition, due to the challenges posed by their daily lives, they possess the special skills that are the basis for innovation: [effective problem-solving skills, agility, persistence, forward-thinking attitude.](#)

Who are people with special needs?



- Wheelchair users
- Parents using strollers or with small children
- The Elderly or people with limited mobility
- The Deaf and the Hard of hearing
- The Blind and the Visually impaired
- People with cognitive impairment
- People with service and assistance dogs

Accessibility is important not only in the lives of people with disabilities, but can affect anyone who is temporarily or permanently limited in any of their abilities. It can be a temporary change in mobility caused by an accident, or walking with a stroller, but it can also be a limitation due to age.

Diversity in numbers

People with special needs are considered to be the largest minority group in the world.

15%

People with special needs make up 15% of the world population: this means 1.5 million in Hungary, 120 million people in Europe and 1.2 billion on Earth.

4%

So far, only 4% of companies employ workforce with changed work capacity.

80%

80% of disabilities appear during the working age, between the ages of 16-64.

Unexploited labour market segment or innovative corporate culture?

Diversity and the employment of people with special needs create value throughout the entire organization.

+

More efficient solutions

When diverse people work together on solving a problem, more effective solutions are born.

+

Better customer management

When colleagues have a better understanding of different customer needs due to their diverse backgrounds, customer satisfaction increases.

+

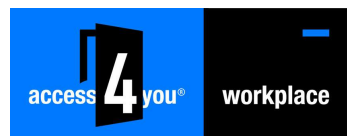
The increase of competitive advantage

If multiple perspectives and experiences meet, a more competitive service can develop.

+

Increased innovation

When special skills emerge in an organization they are the foundation for innovation.



Decreasing fluctuation, improved productivity

For human resource management, the integration of people with special needs has a number of benefits.

+

Overcoming labor shortages

People with special needs represent a hidden, untouched “talent pool” that can solve companies’ labor shortage problems.

+

Decreased fluctuation

Employees with special needs tend to be more loyal in general: therefore, if they are able to find the right position for them, the fluctuation rate will be lower.

+

Improved productivity

Numerous researches show that diversity in the workplace enhances the commitment and productivity of the entire team.

(Employer) branding

The inclusion of people with special needs is an effective tool for social responsibility that provides an outstanding and continuous communication opportunity for companies.

Companies that portray or address people with special needs in their marketing communications or advertising activities stand out from the competition.





Supporting the achievement of ESG goals

Solution for measuring social sustainability (social KPIs)

Access4you helps companies to turn accessibility a measurable "Social" element of their ESG rating.

The inclusion of people with disabilities is a social interest and value

Accessibility allows people with special needs, including people with disabilities, to have access to the same information, participate in the same activities and enjoy the same services as people with no special needs in all fields of life.

Inclusion at every level

By creating accessibility, the company creates an opportunity for the inclusion of people with disabilities to intertwine the functioning of the organization at every level.

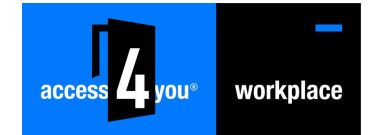


How can a workplace become inclusive?

FOR APPLICANTS WITH SPECIAL NEEDS, ONE THING IS SURELY NEEDED TO FIND THE IDEAL EMPLOYER COMPANY:

accurate and detailed information on the accessibility of the workplace and work environment.

Access4you® Workplace



provides people with special needs with accurate and detailed information about the accessibility of a workplace and work environment.



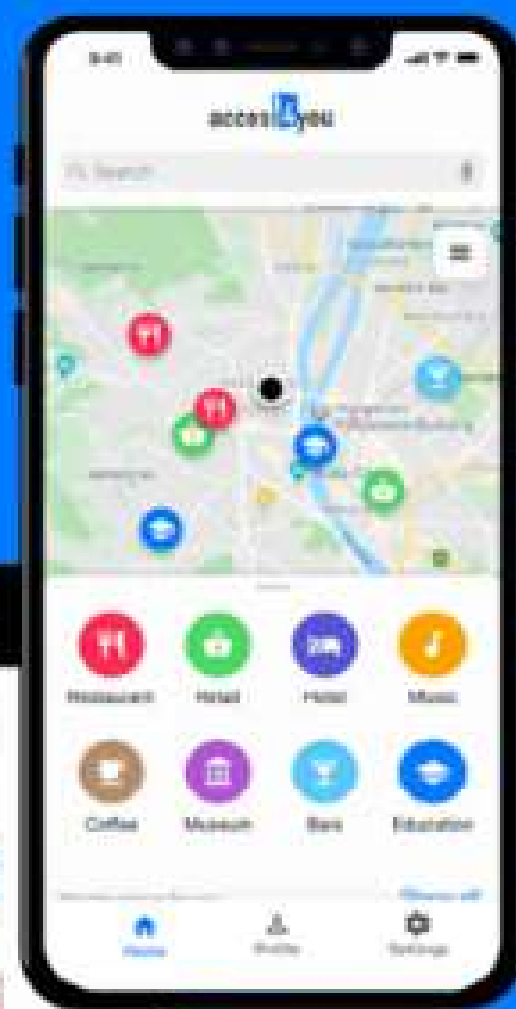
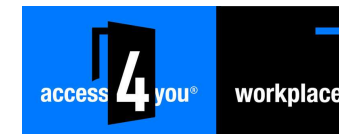
SURVEY AND ASSESSMENT:

our colleague conducts a workplace survey and then evaluates the data based on the Access4you Workplace rating system.

CERTIFICATE AND TRADEMARK:

you will receive a certificate on the result of the survey, which ensures the legitimate use of the European certification mark “access4you”.

Access4you® Workplace



DIGITAL CHANNELS

Each certified workplace receives a site profile on Access4you's website and application, where all information about the accessibility of the work environment is listed.

COMMUNICATIONS

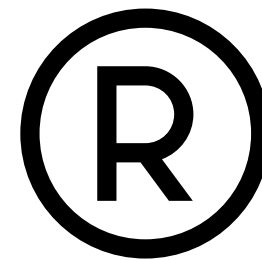
Through our own channels and with the involvement of our media partners, we report on the acquisition of the certificate, ie. the commitment of your organization to social integration and equal opportunities.

Elements of the Access4you Workplace Certification Fee



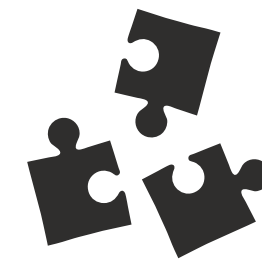
Survey and assessment

The survey and assessment of the workplace and work environment is a one-time cost and is valid for 3 years



Trademark use

The fee for the use of the European certification mark shall be paid annually or monthly during its period of validity.



Site specifics

The fee for survey, certification and trademark use depends on the floor area of the property and, in the case of multiple locations, the number of properties.

Clients and Partners





About us

Our [vision](#) is to create an inclusive, sustainable and collaborative social environment.

Our [mission](#) is to promote accessibility by encouraging organizations to provide validated and detailed accessibility information and to improve accessibility.



Our team



Balázs Berecz
Founder, CEO



Tamás Méri
Co-Founder,
Business Development
Director



Zsolt Kákossy
Partner



Ervin Kassai
Business
Development
Manager



Anna Kepes
Head of
Operations



Róbert Kreschka
Technical
Project
Manager



Judit Halmi
Brand Manager



Judit Fidrich
Office
manager



Erika Kádiné Fülöp
Auditor



Contacts



Tamás Méri

Co-Founder, Business Development Director

tamas.meri@access4you.io

+36 30 562 7696



Ervin Kassai

Business Development Manager

ervin.kassai@access4you.io

+36 30 661 0000