

## **Accessibility Arrangements at MERRIA Digital**

At **MERRIA Digital**, accessibility goes beyond our website — it is part of how we work as an organization.

### **1. Inclusive Communication**

- We strive to provide clear, plain-language communication in all our client interactions.
- Alternative formats (e.g., large print or accessible digital documents) can be provided upon request.
- We are available to assist clients through email, video calls, and accessible online platforms.

### **2. Accessible Services**

- Our digital services are designed with accessibility in mind, ensuring campaigns, websites, and creatives consider inclusivity.
- We encourage clients to adopt accessible practices in their own digital presence.

### **3. Workplace Arrangements**

- As we grow, we are committed to building an inclusive workplace environment that accommodates team members of all abilities.
- Reasonable accommodations will be made for employees and partners with disabilities, including flexibility in tools and work setups.

### **4. Training & Awareness**

- Our team continuously learns about accessibility standards (such as WCAG 2.1) and best practices.
- We aim to integrate accessibility into our workflows, from design to delivery.

### **5. Feedback & Improvement**

Accessibility is an ongoing effort. We welcome feedback to improve both our website and organizational practices.

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