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## HR-Engine.ai's Commitment to AI Regulation and Ethics

At **HR-Engine.ai**, we are committed to ensuring that our AI-powered recruitment and HR solutions fully comply with the **European Union's AI Act**. As a provider of AI-driven tools for talent acquisition and workforce management, we recognize our responsibility to develop and deploy AI ethically, transparently, and safely.

### 1. Classification Under the AI Act

The **AI Act** classifies AI systems into four risk levels: **unacceptable, high, limited, and minimal risk**. Given that HR-Engine.ai provides AI-powered **recruitment and employee management tools**, our solutions fall under the category of **high-risk AI systems** as they impact individuals' employment opportunities.

To ensure compliance with the AI Act, we adhere to the strict requirements associated with high-risk AI systems.

### 2. Key Compliance Measures

We have implemented the following measures to align with the AI Act's **transparency, fairness, and accountability** principles:

#### a) Transparency & Explainability

- HR-Engine.ai's AI model is based on scripts instructing the AI to measure candidate performance solely on their merits, explicitly excluding age, sex, origins, religion, or personal beliefs as discriminatory factors. Extracts of the prompt proving compliance can be shared transparently upon request.
- Employers receive **explainable AI insights**, detailing how assessments are conducted.
- Candidates receive first feedback at the end of their interview, in full transparency of the evaluation conducted. They are free to ask the AI more questions about their evaluation.
- We ensure **human oversight** is always in place, allowing users to intervene and review decisions: validation of CVs for interviews is always decided by a human user, as well as the success of the interview phase: the scoring made by the AI is an indication to help users.
- Our AI is never allowed to make a recruitment decision.

## b) Fairness & Bias Mitigation

- Our AI models undergo **regular bias audits and fairness evaluations** to minimize discriminatory outcomes: based on test & learn, we keep on refining our model to make sure fairness is at the heart of our product.
- We used **diverse and representative datasets** in training our model, to ensure equal opportunity for all candidates.
- The system is not allowed to make biased decisions, and makes recommendations for human review, ensuring an **equitable hiring process**.

## c) Data Privacy & Security

- HR-Engine.ai complies with **GDPR** and other data protection regulations, ensuring full data privacy for both employers and candidates.
- We implement **end-to-end encryption**, access controls, and regular security audits to safeguard sensitive HR data.
- Candidates can request **data access, correction, or deletion**, aligning with **AI Act and GDPR principles**.

## d) Human Oversight & Accountability

- HR-Engine.ai ensures **human decision-makers** remain in control, with AI acting as an assistive technology rather than an autonomous decision-maker.
- Our clients can **audit AI recommendations**, ensuring a balance between automation and human expertise.
- We guarantee **comprehensive AI training** to the technical team working on our platform, promoting informed decision-making.

## 3. Continuous Monitoring and Compliance Updates

We are dedicated to ongoing compliance with evolving **AI regulations**. Our AI models and policies are subject to **continuous review and adaptation** to ensure:

- Alignment with **latest legal requirements**.
- Updates based on **best practices in AI ethics**.
- Integration of **user feedback** to improve transparency and trust.

HR-Engine.ai's compliance team works closely with legal and AI ethics experts to uphold our regulatory obligations and maintain industry-leading AI governance standards.

## 4. Contact & Compliance Inquiries

If you have any questions regarding our **AI compliance, fairness policies, or data security measures**, please reach out to us:

 **Email:** [contact@hr-engine.ai](mailto:contact@hr-engine.ai)

 **Website:** [www.hr-engine.ai](http://www.hr-engine.ai)

At HR-Engine.ai, we are committed to ensuring that AI-powered HR technology remains **ethical, transparent, and compliant** with the highest regulatory standards. We welcome any inquiries or feedback from regulators, customers, and industry partners.