



Responsible Data and AI Policy

We promote an equal and equal working life.

We are open about the use of AI and will report when AI is used in our services. We will ensure that our marketing audiences can understand when an image, audio or video content has been produced using AI.

We ensure that users of our services can understand what the algorithms are doing and what data they are using. We will be open about when AI has been used in our services or marketing.

We continuously train our AI models to ensure that applications are up to date.

The data used to train the system is known to identify and correct data related biases.

We identify the potential risks and impacts of using AI and regularly assess them.

We comply with applicable legislation in the use and development of AI, including the EU AI Act and copyright legislation.

Our mission is to build a good working life. We use and develop AI and technologies to promote a good, equal, diverse and inclusive working life.

Eezy has identified high-volume and high-speed processes in recruitment, such as the work/worker interface, as the most relevant application areas for AI. Another important business application is data processing in the research business. AI will also help to improve our everyday productivity and make work more meaningful for eezy employees. We aim to make AI-enabled solutions widely and equitably available to our employees to make their work more efficient.

Other typical applications of AI in business include the use of generative AI in text production.

Identifying new AI applications is a key part of developing our business and a good working life.

We treat all people equally. We will ensure that AI applications, data and algorithms do not contain policies that lead to discriminatory outcomes for groups of people. When using AI, we will ensure that we act in accordance with the law and AI regulations.



AI always under human control

AI at Eezy always operates under human control. When it comes to matching the job with the employee, AI assists in the process, but the hiring decision is always made by a human being. In our research business, we ensure the accuracy of AI classification and data summarisation.

We respect privacy

We ensure that the processing of personal data, i.e. its collection, registration, comparison, storage and destruction, is carried out in accordance with the law, regulatory requirements. We respect everyone's right to privacy.

We comply with all applicable data protection legislation in all our activities and process personal data in accordance with the requirements of this legislation.

We develop and use AI applications responsibly

We develop AI applications in a user-centric way. AI solutions are carefully tested and piloted with a limited target group before going into production.

Validity of the policy

This policy was approved by the Board of Directors at its meeting on 9 December 2024. It is valid from 1 January 2025 and its content will be reviewed as necessary to reflect a changing or evolving operating environment, legislation or regulatory requirements.