

US AI Legislative and Policy Statement:

Addressing New and Emerging Artificial Intelligence and Automated Decision Tool Laws

As a trusted service provider, SHL understands the importance of ensuring compliance with evolving legislation, particularly concerning US legislation regarding the use of Artificial Intelligence (AI) and Automated Decision Tools (AEDTs) in employment-related decisions. We recognize the concerns our customers may have regarding these emerging laws and their potential impact on our solution offerings. While we do not provide legal advice or monitor laws on behalf of our customers, we are committed to ensuring that our solutions maintain compliance with applicable laws and official guidance.

Our Overall Approach

Awareness of Draft Regulations:

We are cognizant of the ongoing development of draft regulations related to AI and AEDTs across the United States, particularly, the New York City rule 144, which went into effect in July 2023. We stay informed about proposed and enacted legislation at both state and federal levels. This includes the new Colorado Artificial Intelligence Act and the European Union Artificial Intelligence Act.

Continuous Monitoring:

We continuously monitor enacted laws and upcoming regulations to assess their potential impact on our service delivery. We focus our monitoring on understanding how new laws may affect our obligations as a Talent Intelligence Solution service provider.

Proactive Adjustments:

Where we determine that new laws or regulations directly affect our service delivery or place additional requirements on us as a service provider, we take proactive steps to make necessary adjustments. These adjustments are made to ensure compliance with applicable laws and regulations in our capacity as a service provider.

Communication with Customers:

We communicate any changes or adjustments to our solutions required by new laws or regulations, specifically regarding how they impact our service delivery, to our customers promptly and transparently. Our aim is to keep our customers well-informed about how the evolving regulatory landscape may impact their use of our solutions.

Customer Responsibility:

While we strive to provide reliable and compliant solutions, it is important to note that the customer remains solely responsible for their use of our solutions.



Customers are responsible for ensuring that their use of our solution aligns with legal requirements and their obligations as employers.

Our Commitment:

We are committed to providing a best-in-class talent intelligence solution that serves our global customers. Our customers can have confidence in knowing that our team of experts navigates regulatory complexities to ensure our solutions maintain compliance with applicable laws and official guidance.

At SHL, we prioritize transparency, compliance, and customer support in all aspects of our operations. Should you have any further inquiries or require assistance, please do not hesitate to contact us.

Sincerely,

Emmy Hackett
SHL General Counsel, Chief Compliance Officer, and Data Protection Officer