



White Raven IT – Ethical AI Policy

Introduction

White Raven IT BV is committed to the responsible and ethical use of artificial intelligence (AI) in our operations. As we increasingly integrate AI technologies procured from the market, this policy outlines our dedication to ensuring that these technologies are used in a way that respects human rights, promotes fairness, upholds societal values, and supports sustainability.

Scope

This policy applies to all:

- AI systems and technologies procured and used by White Raven IT BV
- Employees involved in the deployment, management, or oversight of AI technologies

Policy Statement

1. Principles of Ethical AI

- **Commitment:** White Raven IT BV adheres to the core principles of ethical AI, including transparency, accountability, fairness, privacy, human oversight, and sustainability. These principles guide our selection, implementation, and use of AI technologies across all business activities.
- **Implementation:** We ensure that our AI systems align with these ethical principles from procurement to deployment and during their entire lifecycle.

2. Transparency and Accountability

- **Commitment:** We are committed to maintaining transparency in our AI practices. This includes clear communication regarding the purpose, functioning, and outcomes of AI systems, as well as accountability for their impact.
- **Implementation:** We provide stakeholders with accessible information about how AI decisions are made, including the data used and the underlying algorithms. We also ensure that any adverse outcomes of AI systems are promptly addressed and rectified.

3. Fairness and Non-Discrimination

- **Commitment:** White Raven IT BV ensures that AI systems are fair and unbiased, promoting equality and preventing discrimination in all applications.



- Implementation: We implement rigorous measures to identify, assess, and mitigate biases in AI algorithms. Continuous monitoring and testing are conducted to ensure that AI decisions do not disproportionately impact any individual or group based on race, gender, age, religion, or other protected characteristics.

4. Privacy and Data Protection

- Commitment: Privacy and data protection are paramount in all AI applications. Our AI systems strictly comply with relevant data protection laws and regulations, ensuring that personal data is handled responsibly and securely.
- Implementation: We employ robust security measures to safeguard data, including encryption and anonymization techniques where applicable. We ensure that AI technologies respect individuals' privacy rights and that personal data is not used without proper consent.

5. Human Oversight and Control

- Commitment: AI systems at White Raven IT BV operate under appropriate human oversight to maintain ethical standards and prevent misuse.
- Implementation: We ensure that human operators can intervene in AI decision-making processes when necessary. Regular monitoring of AI performance is conducted to detect and address any deviations from ethical standards. Decision-making ultimately remains under human control to ensure accountability.

6. Sustainability and Responsible Use

- Commitment: White Raven IT BV is committed to using AI in a sustainable and environmentally responsible manner. We evaluate the environmental impact of AI technologies and strive to minimize their energy consumption and resource use.
- Implementation: We carefully consider the necessity and appropriateness of AI for each application, ensuring that AI is not overused or applied to situations where simpler, less resource-intensive solutions are available. Our AI initiatives are aligned with our broader sustainability goals, contributing positively to environmental stewardship.

7. Continuous Improvement

- Commitment: We are dedicated to the continuous improvement of our AI practices, ensuring that they remain effective, ethical, and in line with evolving laws, regulations, and industry best practices.
- Implementation: Regular reviews and updates of this Ethical AI Policy are conducted, incorporating feedback from stakeholders and lessons learned from our



AI applications. We actively seek to refine and enhance our AI systems to meet the highest ethical standards.

Procedures for Compliance

1. Training and Awareness

- Training: Employees involved in AI-related activities will receive training on this Ethical AI Policy and related ethical standards. This training is part of the onboarding process and is refreshed annually.
- Awareness: We maintain ongoing communication about the importance of ethical AI practices, including updates on policy changes and emerging best practices in AI ethics.

2. Reporting Concerns

- Internal Reporting: Employees are encouraged to report any concerns or observations regarding the unethical use of AI systems to their direct manager or through the company's confidential reporting email at compliance@whiteravenit.be.
- Whistleblower Protection: White Raven IT BV ensures that employees who report concerns in good faith will not face retaliation. Confidentiality is maintained throughout the investigation of any reported issues.

Monitoring and Enforcement

1. Internal Audits

- White Raven IT BV will conduct periodic audits of AI systems and practices to ensure compliance with this policy, focusing on transparency, fairness, privacy, and sustainability. These audits will assess the performance of AI systems against ethical benchmarks, with findings reported to senior management for corrective action where necessary.

2. Disciplinary Action

- Any breach of this Ethical AI Policy will result in disciplinary action, including potential termination of employment or contracts and, if appropriate, reporting to legal authorities. Disciplinary measures will be proportional to the nature and severity of the violation, ensuring a fair and transparent process.

Review of Policy



This policy will be reviewed annually by management to ensure its relevance and effectiveness. Revisions will be made as needed to reflect new regulatory requirements, advancements in AI technology, and changes in societal expectations regarding AI use. All changes will be communicated to employees.

Contact Information

For questions, further information, or concerns related to this policy, please contact our Compliance Officer at compliance@whiteravenit.be.

This Ethical AI Policy is a cornerstone of White Raven IT BV's commitment to integrating AI technologies in a manner that respects ethical standards, protects human rights, and contributes to sustainable development.