

Code of Ethical AI Development

The Code sets out the principles for the development of AI by Grupa Pracuj S.A. and eRecruitment Solutions sp. z o.o. (collectively, the "Grupa Pracuj").



Introduction

At Grupa Pracuj, we believe that technology — including artificial intelligence — should serve people.

As we create modern solutions that support the labor market, we recognize the impact AI can have both on individual lives and on the way entire organizations operate.

That is why we continually strive to ensure that our AI-based products are not only ethical and legally compliant, but also focused on the real needs of everyone who uses our services.

This commitment is reflected in this Code of Ethical AI Development, which sets out the principles and values that guide us as we develop products that use artificial intelligence.

This Code serves as a reference point for all of Grupa Pracuj's activities in the area of AI. Its purpose is to ensure that technology is developed in a responsible and transparent way, so that it has a positive impact on the labor market and promotes equality as well as sustainable development.





CORE PRINCIPLES

Code of Ethical AI Development

In every aspect of its operations, Grupa Pracuj is guided by values such as respect, responsibility, and a focus on customer needs. These principles also form the foundation of all our activities related to the development of AI-powered products.

Why do we develop AI?

We develop artificial intelligence to help people make better decisions. We see AI as one of many tools that enable people to achieve their goals — whether that means finding their dream job or making recruitment processes more efficient within an organization.

These principles help us ensure that every innovation we introduce delivers real value to everyone who uses our services.



Human First — AI for people, not the other way around

Our solutions are designed to support people, not replace them. We believe AI should strengthen capabilities, make decision-making easier, and improve the overall work experience, while never taking away people's control over the processes that affect them.

When designing technology, we consistently keep in mind the people who will use it, as well as their autonomy and privacy.

Fairness and non-discrimination

We strongly oppose all forms of bias and discrimination, including when they are perpetuated by AI. That is why we make every necessary effort to prevent them, including through the responsible selection of training data and rigorous model testing.

Our goal is to create solutions that benefit everyone who uses them, regardless of characteristics such as age, gender, or background.

Sustainability and social impact

AI development cannot take place without considering its impact on society. That is why, at Grupa Pracuj, we assess the potential effects of our actions — both positive and negative — and make decisions that minimize the risk of exclusion, misinformation, or loss of public trust.

We support solutions that contribute to a more sustainable, open, and fair labor market

Responsible use of resources

We recognize that AI development may involve significant resource use, including energy consumption. That is why, when creating our solutions, we strive to make them as sustainable as possible. We design our products to minimize their environmental impact — particularly by choosing tools that require the least amount of resources and by carefully matching the scale of the solution to our clients' needs.

Continuous monitoring

AI systems are not static — they evolve along with data, the environment, and users' expectations. That is why, at Grupa Pracuj, we continuously monitor our products for compliance with applicable law and with this Code.

Where changes require updates, we act promptly so that our commitments always remain aligned with new technological and social challenges.

Process transparency

We believe trust in technology is built through openness and transparency in decision-making. That is why, when creating AI-based products, we make sure we can explain the principles behind how they work.





INITIAL AI ASSESSMENT

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Our principles shape the development of AI-based products from the design stage onward. This is where we assess how new solutions will improve the quality of our products, and whether they will do so in an ethical and sustainable way.

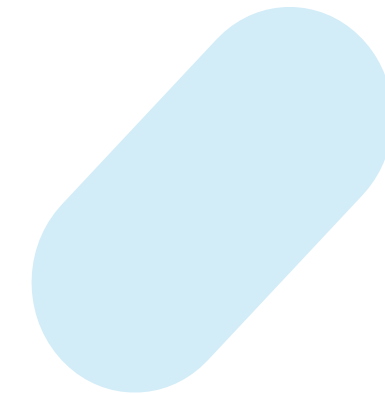
Before we begin work, we assess the potential impact of the use of artificial intelligence on our products and on the people who use them — both candidates and employers. We analyze how the planned solution may affect user experience, the transparency of the recruitment process, and trust in our services.

In particular, we assess whether implementing AI could create a risk of limiting access to job opportunities or reducing control over the recruitment process. We make sure that every new feature is aligned with Grupa Pracuj's values, supports informed decision-making, and improves the quality of recruitment processes.



DEVELOPMENT BY SPECIALISTS

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At Grupa Pracuj, AI development is entrusted to dedicated specialist teams with the necessary expertise and knowledge in technology, law, and ethics.

We believe that only this approach, based on close collaboration and knowledge sharing, allows us to create solutions that are effective and aligned with our values. Each project is overseen by people with experience in artificial intelligence and machine learning.

As a result, our solutions respond to real needs and are created in line with relevant quality and safety standards.



OVERSIGHT OF AI DEVELOPMENT

Code of Ethical AI Development

At Grupa Pracuj, the development of AI-based solutions takes place under ongoing human oversight. Every stage — from design and testing through deployment — is monitored by specialists responsible for compliance with applicable regulations and our standards.

Rigorous data selection

At Grupa Pracuj, we place particular emphasis on the quality and sources of the data used in the development of our products.

The data on which an AI system is trained forms its foundation, so selecting it appropriately is critical to ensuring reliability, transparency, and compliance with applicable regulations.



Respect for copyright and related rights

When training our models, we do not use data that infringes copyright, related rights, or other intellectual property rights. If textual or visual material is legally protected, we use it only after obtaining the appropriate authorization, for example under a relevant license agreement.

Legal basis and transparency

Data is processed on the basis of clearly defined legal grounds that comply with applicable laws. We make every effort to ensure that information about the purposes, scope, and rules of processing is as clear and understandable as possible.

We believe that this kind of transparency builds trust and strengthens our relationship with users of our products.

Technical security

Our approach to AI development includes a strong focus on security, which helps minimize risks and support trust in technology. When creating AI tools, we follow best practices to ensure their safe and stable operation.

Tools used in AI development

We verify the reliability of vendors and the way the tools used to create AI-based solutions operate. We pay particular attention to their transparency, the ability to oversee them, and their compliance with applicable law.

Safeguards against the misuse of AI

From the design stage onward, we take steps to reduce the risk of AI solutions being misused, doing so in a way that limits their functionality strictly to the purposes we have defined.

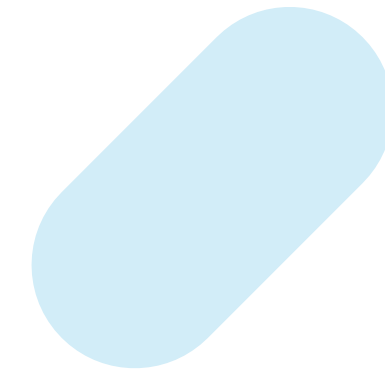
This allows us to minimize or fully eliminate the risk that the AI models we develop could be used contrary to their intended purpose, for example to generate inappropriate content.





OVERSIGHT OF AI IN OPERATION

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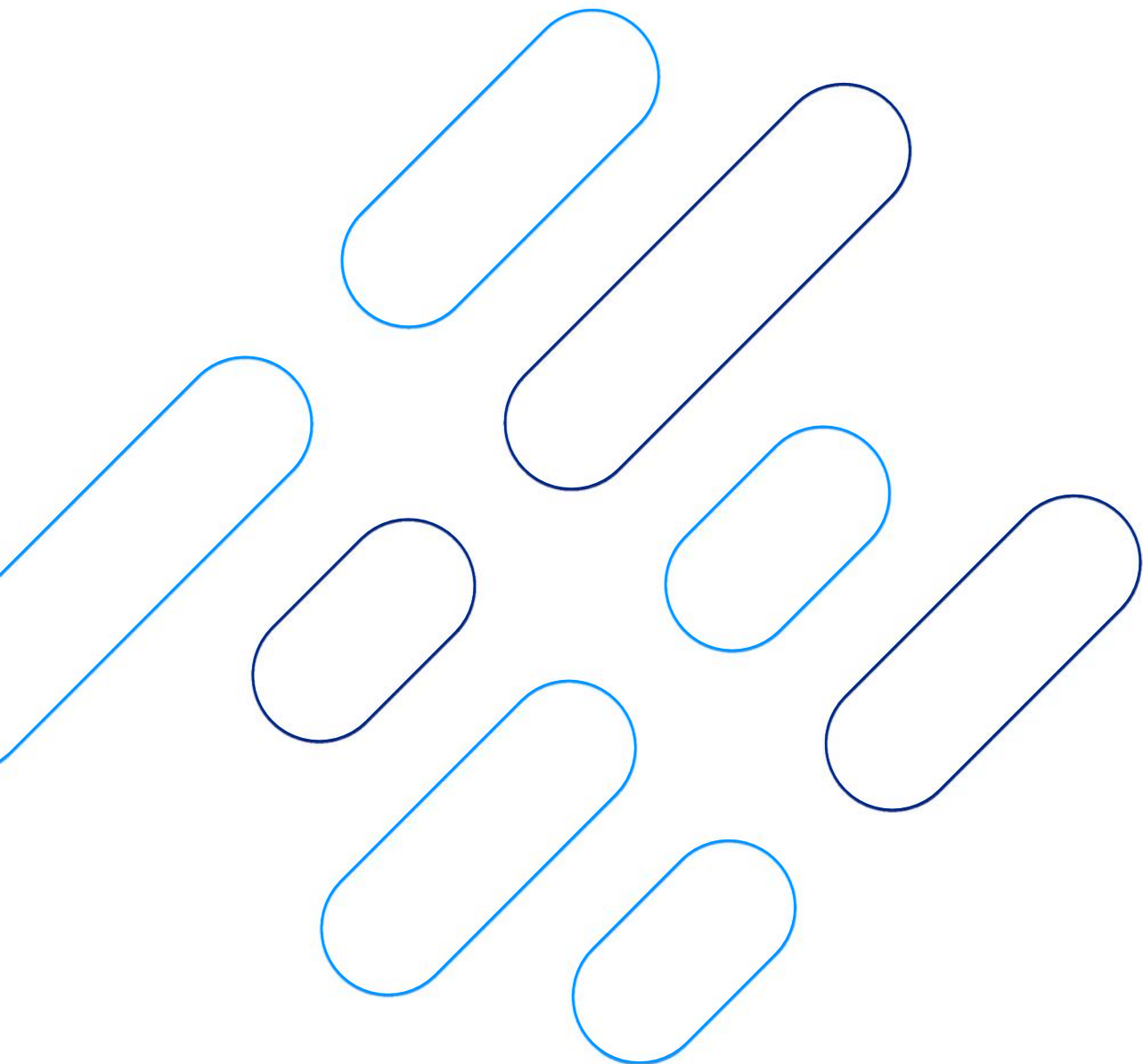


At Grupa Pracuj, we believe that artificial intelligence should support people, not replace them.

That is why every AI system deployed in our products — regardless of its function — operates under full human oversight and within clearly defined boundaries. AI may analyze data, recommend solutions, and streamline processes, but it does not make decisions on its own.

We design every process that includes AI so that the person overseeing it can understand and, if necessary, modify its outputs.

MECHANISMS FOR MONITORING AND UPDATING THE CODE



Our goal is to ensure that our approach to artificial intelligence development remains aligned with Grupa Pracuj's values, supports the people who use our products, and responds to emerging challenges associated with technological progress.

We recognize that the development of artificial intelligence is dynamic, and that its impact on society may evolve along with new use cases and expectations.

That is why Grupa Pracuj's Code of Ethical AI Development is subject to regular reviews and updates so that it continues to reflect changing technological, legal, and social realities.



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