

# Responsible AI Charter for Financial Services

As an employer in the finance sector, we recognise the enormous contribution of Britain's financial sector workers, and the importance of helping them prepare for the challenges and opportunities presented by AI.

We support Community Union's Responsible AI Charter and commit to:

## 01

### Empowerment Through Training

Making AI training and retraining sessions available and accessible during working hours to employees across the sector: from new apprentices to more experienced staff.

## 02

### Transparency and Consultation

Consulting with workers and maintaining transparency around the use of AI for internal administrative or human resources purposes. Providing clear explanations of how AI systems affecting workers operate, including purpose, limitations, and decision-making logic.

## 03

### Protecting Employment Rights

Taking steps to ensure that AI is used to maintain high quality employment in the finance sector. Working to prevent AI being used to undercut or impinge upon hard-won workplace rights and protections. Safeguarding against intrusive monitoring technology in workplaces.

## 04

### Fairness and Accountability

Taking steps to ensure that AI technologies are not used unfairly in recruitment, promotion, or dismissal processes, and ensuring these processes are not affected by potential algorithmic design biases.

## 05

### Human Oversight and Redress

Taking steps to ensure that decisions made or informed by AI are subject to human review

## 06

### Sustainability and Social Impact

Considering the environmental and societal impacts of AI systems and committing to sustainable and socially responsible AI practices.

## 07

### Inclusive Design

Working to involve a diverse group of employees in the design, testing, and feedback processes for AI systems to ensure they reflect a wide range of perspectives and needs

## 08

### Collaboration and Engagement

Engaging with government, unions, and civil society on the use of new AI technologies in the workplace.

## Signed by