Recruitment SMART

Certified Confidence-

Ensuring Trust and Security in AI-Driven Talent Acquisition with SniperAI



AICPA Service Organization Control Reports
AICPA
SOC
aicpa.org/soc
Formerly SAS 70 Reports

Information Security Management
ISO
27001
Certified

GENERAL DATA PROTECTION REGULATION
GDPR
READY



In the dynamic landscape of talent acquisition, where innovation and technology converge, the demand for cutting-edge solutions that prioritize privacy, security, and regulatory compliance has never been higher.

Meet SniperAI, a frontrunner in the HR tech industry, establishing the gold standard for excellence through its triple certification accolades – boasting GDPR compliance, ISO 27001 certification, and SOC2 certification and other security measures.

In addition to these certifications, SniperAI is fully aligned with the upcoming **EU AI Act,** positioning itself as a leader in responsible and transparent AI-driven recruitment practices. This regulation, designed to set standards for high-risk AI systems like those used in talent acquisition, ensures that organizations deploying AI in their recruitment processes can do so ethically and compliantly.

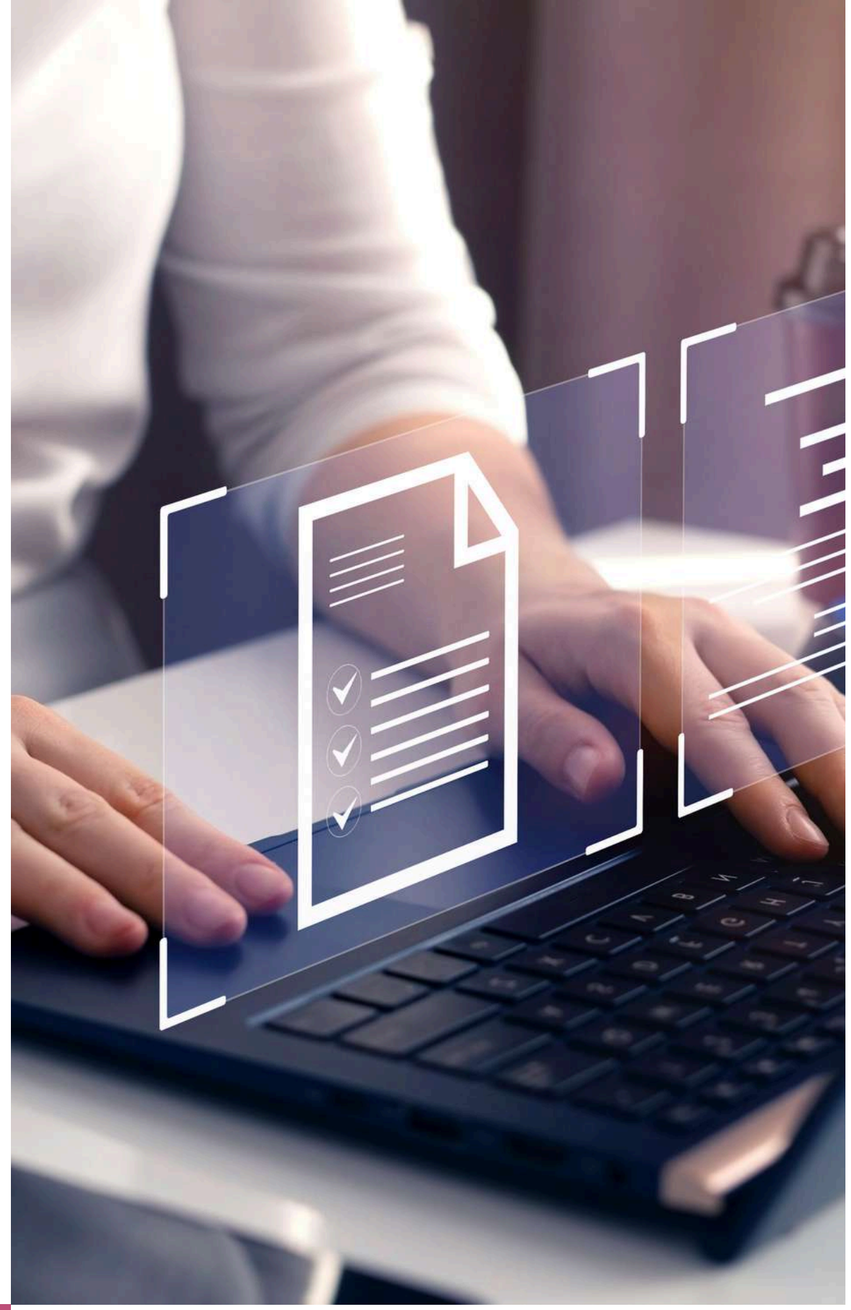
As organizations navigate an era of heightened data privacy concerns and increasingly complex AI regulations, they seek more than just a platform – they seek a partner they can trust. This white paper explores why SniperAI's certifications and regulatory readiness, including its compliance with the EU AI Act, matter, and how they work together to ensure the platform is dedicated to protecting businesses as they step into the world of AI in talent acquisition. Join us on a journey where data protection is not just a necessity; it's a promise upheld by SniperAI.



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As organizations increasingly turn to AI-driven solutions to streamline and enhance their recruitment processes, the importance of certifications cannot be overstated. SniperAI's commitment to data privacy, security, and regulatory compliance is exemplified by its attainment of three crucial certifications – GDPR compliance, ISO 27001 certification, and SOC2 certification and deploying robust security measures.





Unveiling Trust- How These Certifications & Security Measures to Safeguard Your Business

Discover the backbone of SniperAI's commitment to your business security with our trio of certifications – GDPR compliance, ISO 27001, and SOC2. Each certification acts as a guardian, ensuring your data stays private, your information secure, and your trust unshakable.

Join us as we unravel the simplicity behind these certifications, showcasing how they work together to fortify your venture into AI-driven talent acquisition.

01 Guardians of Data Privacy- Understanding GDPR Compliance

The General Data Protection Regulation (GDPR) is a comprehensive data protection law that governs the processing of personal data of individuals within the European Union (EU) and the European Economic Area (EEA).

SniperAI's commitment to GDPR compliance underscores its dedication to protecting the privacy of individuals whose data is processed by the platform.





GDPR and Talent Acquisition

In the realm of HR tech, where vast amounts of personal data are collected and processed, GDPR compliance is paramount. SniperAI's adherence to GDPR ensures that organizations utilizing the platform are aligned with the principles of lawful, fair, and transparent data processing, giving candidates confidence that their personal information is handled with the utmost care.

Accountability and Transparency

SniperAI's GDPR compliance demonstrates a commitment to accountability and transparency. Organizations can be assured that their use of SniperAI aligns with GDPR requirements, fostering trust with candidates and mitigating the risk of regulatory penalties.



02 ISO 27001 Certification- A Pillar of Information Security

ISO 27001 is a globally recognized standard for information security management systems (ISMS). **SniperAI's attainment of ISO 27001 certification signifies its dedication to maintaining the confidentiality, integrity, and availability of information, including sensitive candidate data.**



Securing Talent Intelligence

In the HR tech industry, where the handling of sensitive information is integral, ISO 27001 certification is a testament to SniperAI's robust information security practices. This certification ensures that the platform employs industry-leading security measures to protect against data breaches, unauthorized access, and other cyber threats.

Continuous Improvement and Risk Management

ISO 27001's emphasis on continuous improvement and risk management aligns seamlessly with SniperAI's commitment to staying ahead of emerging threats. By adhering to this standard, SniperAI not only secures its current processes but also evolves its security measures to address evolving cybersecurity challenges.

03 SOC 2 Certification- Ensuring Service Organization Control

Service Organization Control 2 (SOC2) framework is designed to assess and validate the security, availability, and processing integrity of service organizations.

SniperAI's SOC2 certification exemplifies its dedication to delivering a secure and reliable talent intelligence platform.



Reliability and Trust

In the HR tech landscape, reliability is crucial. Organizations depend on SniperAI to make informed decisions about talent acquisition. The SOC2 certification assures businesses that SniperAI has implemented effective controls to ensure the availability and integrity of its services, fostering trust and confidence in the platform.

Compliance and Risk Management

SOC2 certification involves a thorough examination of internal controls, risk management processes, and compliance measures. SniperAI's adherence to SOC2 standards not only ensures regulatory compliance but also provides organizations with a comprehensive understanding of the platform's commitment to mitigating risks associated with talent intelligence.

03 SOC2 Certification- Ensuring Service Organization Control

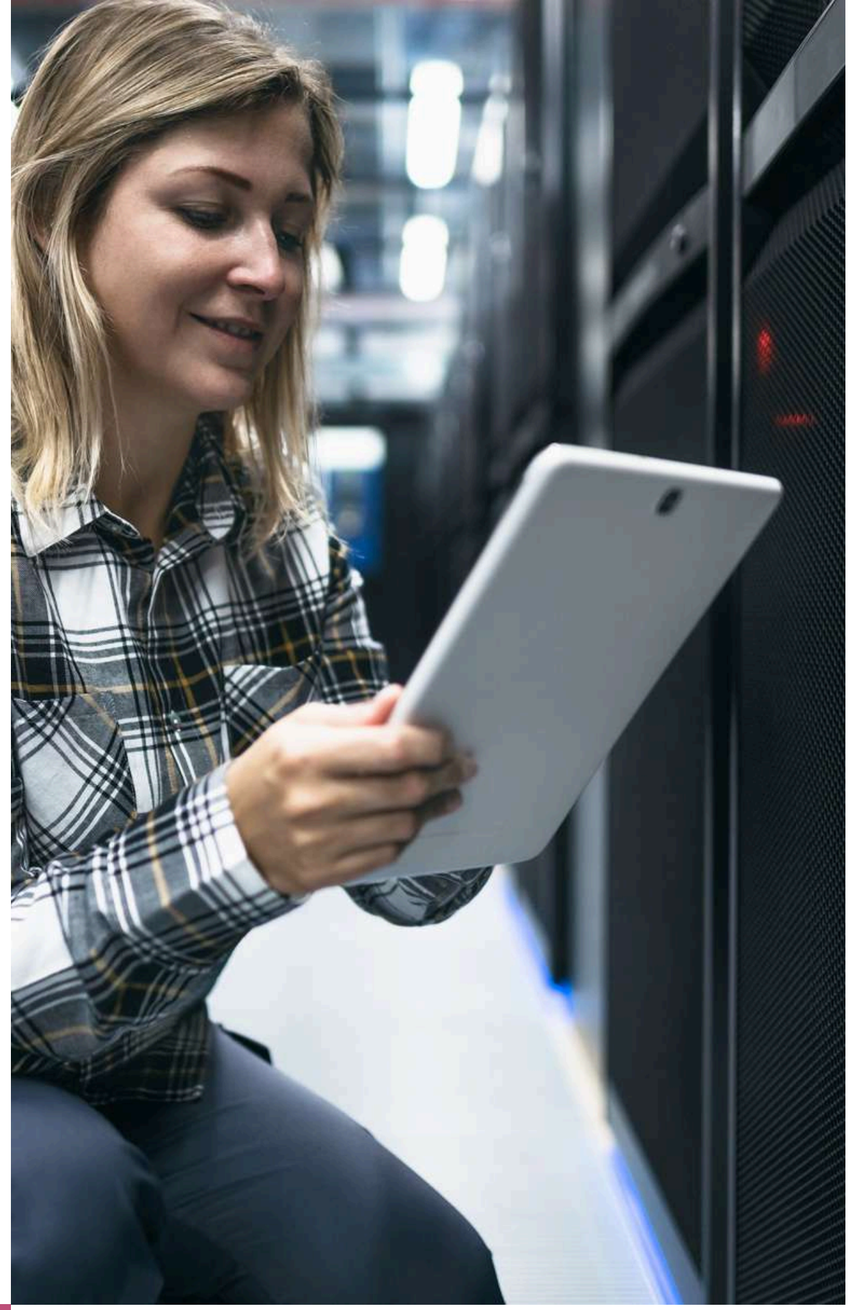
SniperAI reinforces its commitment to data protection through a robust Data Protection Policy. This policy serves as an integral component in SniperAI's comprehensive approach to safeguarding sensitive information and respecting user privacy.



SniperAI's Data Protection Policy- Upholding Privacy Beyond Certifications

The Data Protection Addendum (DPA) formalizes the client-Recruitment Smart agreement under GDPR and Member State laws. It outlines roles, responsibilities, and procedures for handling personal data, prioritizing security, breach notifications, and client audits.

The DPA ensures alignment with data protection laws, emphasizing transparency, accountability, and confidentiality. It outlines specifics on data subject rights, security measures, and subcontractor oversight. And, further facilitates legal compliance, fostering responsible processing and safeguarding client personal data.



Enhancing Security Infrastructure- A Comprehensive Approach

In alignment with SniperAI's commitment to robust data protection, Recruitment Smart Technologies Ltd further implements a Central User Account Management system to ensure consistent and secure account practices across diverse environments.

Key Components

Chief Technology Officer Oversight

- Ensures uniformity in account creation.
- Approval process for account requests.
- Distinction between privileged and unprivileged accounts.

Traceability and Accountability

- Security actions traced back to individual users.
- Chief Technology Officer responsible for maintaining user account activity records.

Security Training Initiatives

To further fortify data protection, tailored security awareness is integral to employee induction and supported by annual refresher briefings. The Recruitment Smart security manager orchestrates these initiatives, ensuring alignment with client security policies.



Change Management Plan

In adherence to ISO 27001 standards, the Change Management Plan governs proposed changes, acceptance, monitoring, and control. It addresses identification, impact analysis, approval, and documentation updates, ensuring robust change control procedures.

Network Vulnerability Management

Periodic network vulnerability scans are conducted on critical systems, overseen by ITS, and annually on all other systems to proactively address potential threats.

Readiness of Recruitment Smart for the EU AI Act

As we approach the full implementation of the EU AI Act, SniperAI is fully equipped to meet its stringent regulations. With our experience working with large clients in the region, we are already trusted by industry leaders to ensure ethical, transparent, and secure AI-driven recruitment processes.

Our systems are aligned with the EU AI Act’s requirements for high-risk AI applications, including transparency, human oversight, and bias mitigation. SniperAI continues to serve organizations across the region with a focus on ethical compliance, ensuring trust in every recruitment decision made with the support of AI.



Why Recruitment Smart is Your Trusted Partner Under the EU AI Act?

As the EU AI Act becomes a legal requirement, we have ensured that our platform complies with its critical elements:

1) High-Risk AI Classification

The EU AI Act classifies AI systems into four different risk levels: unacceptable, high, limited, and minimal risk. Each class has different regulation and requirements for organizations developing or using AI systems. AI systems used in recruitment, such as resume screening, candidate assessments, and interviews, are deemed **high-risk** by the EU AI Act. **Recruitment Smart** takes this classification seriously, ensuring that our AI complies with the Act's stringent requirements for **transparency, accountability, and fairness**.



2) Transparency and Explanation

Recruitment Smart believes in providing complete transparency in AI-driven decision-making.

Our clients and candidates are informed when AI is used in the hiring process, with clear explanations on how decisions are made. This transparency ensures **accountability** and **fairness**, key pillars of the **EU AI Act.**

3) Data Integrity and Bias Mitigation

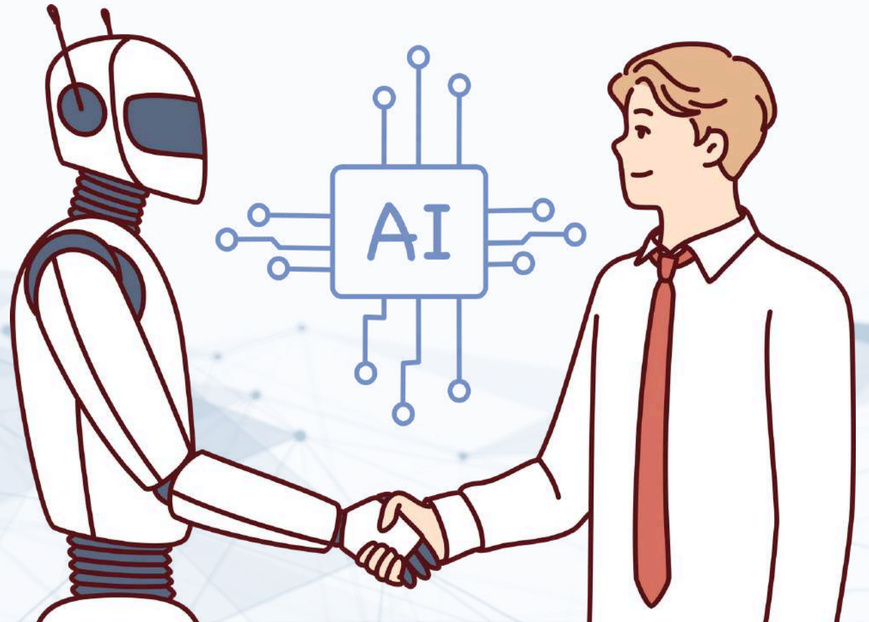
We train **SniperAI** on high-quality, non-biased datasets, aligning with the **EU AI Act's** focus on eliminating discrimination.

Our commitment to using ethically sourced data ensures that our AI systems deliver fair results, through pseudonymization that reduces the risk of bias in the recruitment process.

4) Human Oversight

While SniperAI is designed to automate and optimize recruitment processes, human oversight remains a key component of our solution. Recruitment Smart ensures that decisions are never fully automated; humans always have the final say, a critical requirement under the **EU AI Act.**

Our AI model is fully explainable, with enough human interventions built into various stages of the recruitment process to prevent it from becoming an autonomous decision-making system. This approach ensures transparency, accountability, and compliance with ethical hiring standards.





5) Compliance and Accountability

We provide thorough documentation and traceability for all our AI systems, ensuring that our clients can demonstrate full compliance with the EU AI Act. Non-compliance with the Act can lead to significant fines, but with Recruitment Smart, our clients can be confident that they are fully compliant, mitigating legal and financial risks.



The Importance of Certifications & Robust Security Measures in the HR Tech Industry

In a high-stakes industry where organizations are in pursuit of a state-of-the-art platform, they aren't merely seeking innovation—they crave assurance. Here, certifications stand as the bedrock, forming the foundation for building credibility and instilling trust.

HR professionals and businesses seeking to employ AI in recruitment can confidently integrate SniperAI into their processes, knowing that the platform meets the highest standards of data privacy, security, and regulatory compliance.

Furthermore, the HR tech industry is subject to an ever-evolving landscape of data protection laws and regulations. **Certifications such as GDPR compliance, ISO 27001, and SOC2 and other security measures** provide a solid foundation for legal compliance, reducing the risk of costly legal repercussions and reputational damage.

Future-proofing Recruitment- Looking Ahead

With the EU AI Act on the horizon, Recruitment Smart is committed to staying ahead of the regulatory landscape.

Our approach not only meets the current demands of GDPR, ISO 27001, and SOC 2, but we are also prepared to integrate new regulatory standards from the EU AI Act, which will bring further security and compliance to AI-driven recruitment.

Our clients in the region can rest assured that their recruitment processes remain future-proof, compliant, and secure as the landscape evolves.



As the use of AI in recruitment becomes increasingly prevalent, the importance of certifications will continue to grow.

SniperAI's certifications – GDPR compliance, ISO 27001 certification, SOC2 certification, and robust security measures – elevate its status as a trustworthy and secure talent intelligence platform. By delving into the significance of these certifications in terms of credibility, security, and legal compliance, organizations can make informed decisions when integrating AI into their recruitment processes.

In an industry where trust and reliability are paramount, SniperAI's commitment to excellence ensures that businesses are not only compliant with regulations but also well-protected in an era of digital transformation.





THANK YOU

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