

AI Disclaimer

1. Our Commitment to Ethical and Transparent AI Applications

Middle Point places great importance on protecting the privacy and rights of individuals, particularly during our recruitment process. We recognize the significance of the General Data Protection Regulation (GDPR) and the European AI Act, and we have tailored our policies and processes to ensure full compliance. We aim for an ethical and responsible use of AI technologies that support our processes, but we never make decisions based solely on AI.

2. The Use of AI as a Supportive Tool

At Middle Point, we use AI technology as a tool to support specific steps in the recruitment process, such as filtering CVs and matching skills to vacancies. AI is never deployed as a decision-making factor without human intervention. All final decisions are made exclusively by our trained Recruitment Consultants and Managers, with AI only assisting them by analysing data and providing insightful suggestions. This ensures that every decision is considered, fair, and in line with applicable laws.

3. Right to Explanation and Transparency

Middle Point respects individuals' right to clear and understandable explanations about the use of AI and the data analysis processes that support decision-making. This means that candidates and other involved parties can always count on transparency and responsible use of technology within our process.

4. Explainability of AI Systems

Middle Point identifies the key factors that contribute to AI-driven analyses. Candidates and employees have the right to understand how AI-driven analyses are created and which data plays a role in this. We ensure that all used models and methods are consistently documented and available for internal oversight.

5. Transparent Communication to Involved Parties

We find it important to communicate openly about the use of AI in our recruitment process. Candidates are informed in a timely manner about the fact that AI is being used as a supportive technology and receive explanations about how this technology is deployed to assess their applications. If desired, candidates can receive additional explanations about the functioning and parameters of the system.

6. Human Intervention and Review

Middle Point guarantees that every AI-driven suggestion or analysis is always subject to human supervision. In case of doubt or questions about an AI-driven outcome, candidates and employees can request a human review. This ensures that every decision meets the highest standards of care and objectivity.

7. Periodic Evaluation and Improvement

Middle Point regularly conducts evaluations to ensure that AI processes remain transparent and explainable. We monitor the operation and impact of AI systems on compliance with the EU AI Act and other relevant regulations. When necessary, we improve our processes to guarantee maximum clarity and fairness in decision-making.

By adhering to these principles, Middle Point ensures responsible, fair, and transparent use of AI, in full compliance with both the GDPR and the EU AI Act. We continuously improve our policies to protect the privacy and rights of all involved parties.

8. Contact and Updates to The IA Disclaimer

Middle Point may update the AI Disclaimer response to changes in legislation or our policies. The most recent version will always be available at www.middlepoint.nl.

If you have any questions or comments about this AI Disclaimer, please contact us at:

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Maarten van Haren
On behalf of the Board of Directors of Middle Point B.V.