



Rödl & Partner

AI & LABOUR

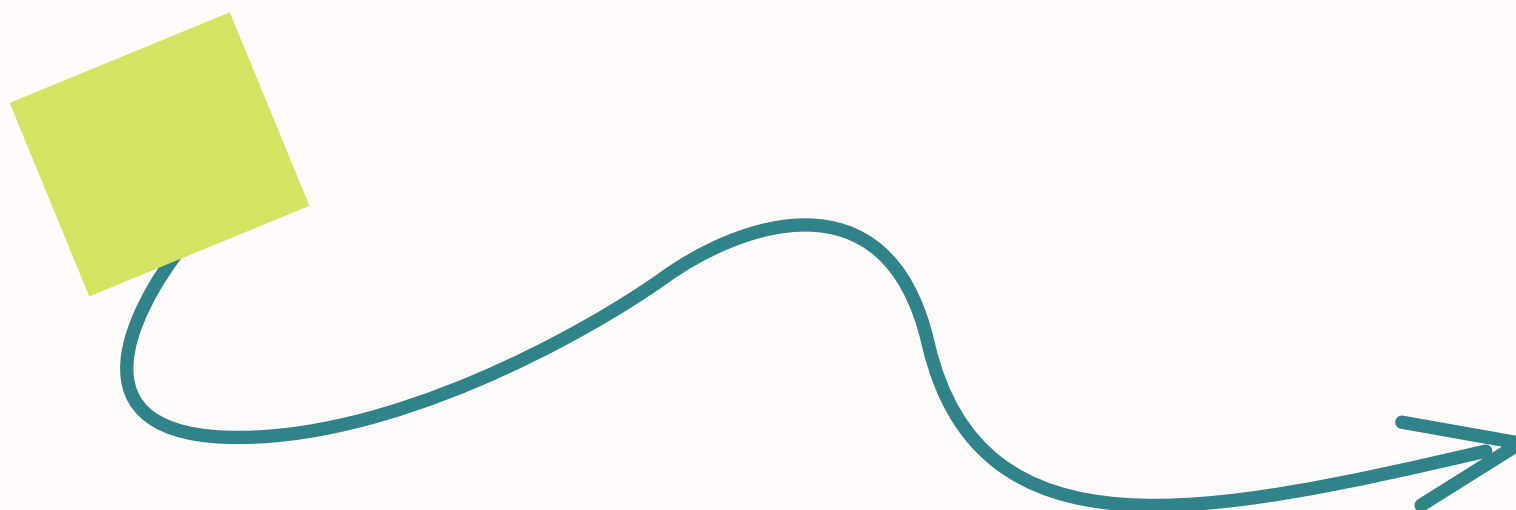
Are you sure your company's AI tools comply with the new AI Act?

AI ACT

Artificial intelligence (AI) has long been an integral part of the most common tools used daily in managing employment relationships. With the entry into force of the AI Act, employers are required to verify whether these tools allow treatments that are potentially prohibited or that—due to the level of risk they pose—require the implementation of preventive and risk-mitigation measures.

Find out in just a few minutes if you are using AI systems that require specific adjustments:

Answer the following questions



1 OUT OF 5

1. Does your company use AI-based systems for recruitment and selection?

(For example: tools like HireVue, LinkedIn Talent Insights, iCIMS Talent Cloud, or RecruitBot to automate recruitment, CV screening, or skills testing)

Yes

No

2 OUT OF 5

2. Do you use AI systems to monitor employee performance or calculate bonuses and rewards?

(For example: SAP SuccessFactors, Workday, Oracle HCM, BambooHR, Betterworks to analyze KPIs or employee engagement)

3 OUT OF 5

3. Do you use automated platforms to manage shifts and absences?

(For example: Workday, Shiftboard, Deputy, Kronos Workforce Central, or Quinyx for scheduling)

Yes

No

4 OUT OF 5

4. Does your company monitor employee productivity using tracking or behavioral analysis tools?

(For example: Time Doctor, Teramind, or Hubstaff for time tracking or behavioral analysis)

5 OUT OF 5

5. Do you use tools like “smart” cameras to ensure health and safety in the workplace?

(For example: Intenseye, EHS Insight, or Smartvid.io for predictive maintenance or smart cameras)

IF YOU ANSWERED YES TO EVEN ONE OF THESE QUESTIONS

You may be using tools that could be considered **high-risk**, or in the worst case, unusable because prohibited. This could trigger specific obligations regarding transparency, security, and data protection, as well as potential compliance risks.

Do you have doubts about your company's compliance with the AI Act?

Ask us for advice on an in-depth analysis and support on how to ensure full compliance with the legislation.

LABOUR AI - OUR LEGAL EXPERTS



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