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THE KING'S AWARDS FOR ENTERPRISE 2024 PROMOTING OPPORTUNITY

RESPONSIBLE AI STATEMENT

SPARTA GLOBAL

WORLD LEADING AI & TECH SERVICES

OUR COMMITMENT

AI is changing how people learn, work and make decisions. At Sparta Global, we want to realise that opportunity responsibly: for our people, our clients, the Spartan consultants we develop, and the people affected by the AI systems we help to build.

This statement sets out the principles that guide our use and development of AI. Our approach is risk-based and proportionate, and it develops as our AI activities, the technology and the regulatory landscape change.

HOW WE WORK WITH AI

We engage with AI in several ways, each of which brings different responsibilities:

01

Using AI to support our own work, including research, analysis, drafting and the delivery of training.

02

Developing capability through the AI & Tech Institute, where we prepare Spartan consultants to use AI effectively and responsibly in client environments.

03

Building and advising through our AI engineering and consultancy services, where we help clients design, develop and deploy AI-enabled solutions.

04

Developing our own AI-enabled products, where we take on responsibilities for how those products are designed, tested, documented and supported.

We recognise that as we move from using AI to building and providing it, our obligations grow. We apply proportionate controls to each of these roles.

OUR PRINCIPLES

Human judgement and accountability.

AI supports people's decisions; it does not replace them. People remain responsible for the work they produce and the decisions they make with AI.

Fairness.

We seek to identify and reduce the risk of bias or unfair outcomes, particularly where AI could affect people's opportunities, employment or progression.

Privacy and security.

We protect personal, confidential and client information when we select, use and build AI systems.

Accuracy and reliability.

We verify AI outputs rather than trust them by default. Fluency and confidence are not evidence of accuracy.

Transparency.

We are open with clients, learners and colleagues about how we use AI and about its limitations.

Proportionality.

The scrutiny we apply increases with the potential impact on individuals, clients and the business.

Responsible development.

Where we build AI-enabled solutions, for clients or for ourselves, we consider safety, security, fairness and appropriate human oversight across the lifecycle.

Our people.

Where AI changes roles within Sparta Global, we are honest about that change and support the people affected.

A PROPORTIONATE, RISK-BASED APPROACH

We consider the purpose, the information involved, the potential impact and the level of human oversight required before we adopt AI-enabled tools or introduce higher-impact uses.

We apply greater scrutiny where AI could significantly affect individuals or clients, including in recruitment, assessment, employment and deployment decisions, in client-facing systems, and in solutions we build or provide to others. We look for evidence from suppliers rather than relying on general statements about responsible or ethical AI.

DEVELOPING RESPONSIBLE PRACTITIONERS

Responsible AI is central to how we develop Spartan consultants through the AI & Tech Institute. We teach people to use AI tools effectively, to recognise their limits, and to know when AI should not be used.

We treat responsible AI as a professional skill. Spartan consultants are expected to evaluate AI-generated output critically, challenge it, and adapt it to the client's context. They should never treat a system's output as authoritative in itself. The same expectations apply to our internal teams.

GOVERNANCE AND ACCOUNTABILITY

Accountability for how Sparta Global uses and develops AI sits with our executive leadership. Our Chief Information Officer leads our AI strategy and governance framework. Business leaders are responsible for how AI is used within their own functions, supported by our Legal, HR, Information Security and Data Protection teams.

Anyone at Sparta Global can raise a concern about the use of AI and will not suffer detriment for doing so. We take concerns seriously and act on them where AI use appears inconsistent with these principles.

LAW, STANDARDS AND REVIEW

Our approach takes account of applicable law, including UK data protection and equality law, and of relevant regulatory guidance. Where our activities fall within the scope of the EU AI Act, we will assess and meet the obligations that apply to our role. We draw on recognised external frameworks, such as ISO/IEC 42001 and the NIST AI Risk Management Framework, as reference points for good practice.

We will review this statement as our AI activities, the technology and regulation evolve.

QUESTIONS AND CONCERNS

Please send questions about our approach to responsible AI to **responsibleai@spartaglobal.com**.